



Zeidler Center

Frank Zeidler Center for Public Discussion

Deep Listening. Fostering Trust. Bridging Communities

Harambee Police & Resident Listening Circles Report

Fall Series

Planning Committee members:

Officer Cullin Weiskopf, Seantee Salters (youth), Pr. Andrew Calhoun(Resident), Churchill Caruthers (Resident, Olu Sijuwade (Zeidler facilitator).

Thank you to Grace Fellowship for hosting these listening circles. We would also like to thank our partners: Safe and Sound, Milwaukee Police Department, Milwaukee DA's Office.

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Executive Summary

The Frank Zeidler Center for Public Discussion believes that an important step in repairing relationships between law enforcement and communities of color in Milwaukee is to come together in safe 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, involves circles that are professionally facilitated by Zeidler Center facilitators, and co-designed by residents and police to fit the needs of the Harambee community.

Participants experience both structured and unstructured portions of dialogue. Through timed facilitation, this method allows participants to respectfully share their personal perspectives and learn the perspectives of others. These 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 include Safe & Sound, Milwaukee District Attorney's Office, and the Milwaukee Police Department.

The Zeidler Center hosted dialogues on Monday, September 12, 2016; Monday, October 10, 2016; and Monday, November 14, 2016 at Grace Fellowship. Harambee's planning committee decided to continue using the principles of Kwanza for its Fall sessions.

Spring dates for Harambee Police/Resident Listening 2017 have yet to be set

To stay tuned, visit www.zeidlercenter.org

Pre-registration will be required. Harambee residents interested in attending one or more listening circles should call (414) 239-8555 or register at www.zeidlercenter.org.

Listening Circle 1

The Harambee Police and Resident Listening Circle 1 which focused on Imani – faith, was held on September 12, 2016 at Grace Fellowship. Facilitators asked participants to focus discussion around the following statements:

1. *“Tell me about a time you felt supported or appreciated by police officers or the Harambee Community.”*
2. *“Tell me about a time you felt unsupported or unappreciated by police officers of the Harambee community.”*

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

“What has been helpful or hurtful to establishing or maintaining faith and trust with residents and officers that live and work in Harambee?”

During round one, participants shared numerous positive experiences when they felt supported, mostly when it comes to residents feeling protected by the presence of police in the neighborhood, and when residents found support in the police during difficult situations. Other participants mentioned feeling appreciated when the police listen to their concerns and problems they were facing in the neighborhood. Police officer participants shared several instances during which they felt supported by community initiatives. In addition, individual appreciation from residents to police officers during their shift was mentioned as extremely important and appreciated, even more after the events in Sherman Park and Dallas.

During round two, participants shared experiences of racial profiling and verbal threats, as well as instances when lethal force was used against friends, or extended waiting period for police intervention in dangerous situations. A significant number of participants reported feeling unsupported when they received criticism for cooperating with police officers, and thus are afraid to do so because of community backlash. This fear, then, leads to poor police-resident cooperation which itself leads police officers to feel unsupported in the community. Significantly, a number of participants referred to their faith and to their family to explain either how come they do not experience feeling unsupported or what supports them when they do.

During the connected conversation, a number of participants attributed the cause of poor relationship between residents and police officers to the change in culture in the area, a reduction in neighborhood institutions and a reduction in adult supervision. It seems that these changes in the community and adult presence has attributed to individuals not feeling safe to speak up. Other participants responded with a sense of mutual responsibility, explaining that respect had to be given to all and that each person was able to set an example for others in the community.

Listening Circle 2

The Harambee Police and Resident Listening Circle 2 which focused on Nia – Purpose, was held on Monday, October 10th, 2016 at Grace Fellowship. Facilitators asked participants to focus discussion around the following statements:

1. *“What has been the purpose and goal of your interactions with the police or any member of the Harambee community? What did you want to happen when you had contact with them?”*
2. *“When has it been hard to maintain your goals when interacting with the police or members of the Harambee community?”*

Additionally, participants were asked to engage in Connected Conversation if time allowed,

concerning the following questions:

“What would you do that could benefit or strengthen interactions with police or members in the Harambee neighborhood?”

On question number one, participants valued respect as a key component to sustain the interactions between residents and police. Participants expressed the desire to respect and be respected, and shared personal experiences when respect empowered or hindered their communication. Residents placed a strong emphasis on the value of communication with the police department and their neighbors as a tool to improve the neighborhood. In contrast, participants reported negative police/resident interactions, influenced by historical mistrust, bias, disrespect, or errors. At the same time, participants showed their appreciation for those moments when a helping hand was offered and respect granted.

On question number two, participants deepened on the lack of collaboration that toughens the interaction in the neighborhood. Especial attention was placed on the role of parents and the importance of keeping children accountable for their actions. Participants also exchanged views on the operations and efficiency of police officers. One important value for the Harambee residents was to have a quick response by the police when there is a crime. Simultaneously some residents expressed fear to collaborate with the police because of retaliation.

During the Connected Conversation, participants discussed the perception that the legal system might be flawed and that current social climate -especially in terms of values education- has a strong influence in the status quo of the neighborhood. Participants encouraged each other to improve communication in order to achieve a higher level of trust and cooperation. Additionally, participants acknowledged the diversity of individuals in Harambee and the police department, and shared their frustration in relation to the bias associated with residents and officers.

On an additional note, participants expressed their positive experiences of empowerment during this dialogue and the value of being heard.

Listening Circle 3

On November 14, 2016, the Harambee Police and Resident Listening Circle 3 which focused on Umoja - Unity, took place at Grace Fellowship Church. During the evening, facilitators for the Zeidler Center asked participants to respond to two rounds of questions:

1. *“When have you seen residents and police come together to do constructive, supportive, restorative work and respond to challenges and needs in Harambee?”*
2. *“How have you seen police and residents mutually benefit by overcoming challenges to collaboration and dialogue?”*

In addition, as time allowed, participants were invited to engage in Connected Conversation, guided by the following prompt:

“What do you wish police and residents knew and understood about each other?”

During Rounds One and Two, it became apparent that a number of participants were not able to endorse the experience of residents and police working together positively to produce benefits for the community. These residents could not offer a “personal example of seeing police and residents coming together,” and felt that police for the most part were “really separate from the community.” Some pointed to the lack of mutual respect they felt characterized police-resident interactions, and the fact that, in general, “you don’t see a lot of people come together here.”

Other participants, however, were able to share personal accounts of how they had experienced or witnessed constructive collaboration between police and community residents. In Round One, participants

told stories about community clean-up efforts and named specific outreach programs with which they were involved. Participants spoke about an increase in crime reporting as an example of officers and residents working together for the good of the community. There was substantial discussion about the types of connection and communication that produce collaboration, and there was emphasis on face-to-face interactions and a deeper level of relationship that would engender more collaboration.

In particular, the presence of bike and foot patrols was strongly supported. During both Rounds One and Two there was a significant amount of positive feedback concerning these patrols, which were considered by officers and residents alike to be effective not only in connecting the two groups, but in improving crime prevention as well. Residents repeatedly commented on how much they liked seeing the bike and foot officers, saying things such as “I like seeing the police on their bikes in the neighborhood and it makes me feel safer.” Officers expressed how it helped them connect with residents, saying: “Now on my bike I have gotten to know many different people on my route around here,” and “I think riding bikes and walking streets is awesome. It gets us up-close and personal with community members.” As such, bike and foot patrols presented an especially popular means for opening up opportunities for connection and collaboration.

A key theme during Round Two was the need for improvement in the negative attitudes held toward police and also improved support for the work police were doing in the community. Participants noted that respect was an important element to address in enhancing officer – resident relations, and while many comments mentioned the need for change, there were others that indicated improvement was already happening. In particular, officers commented on an increase in the amount of support they were now receiving for their crime intervention work.

Safety was also a central theme, especially as it related to the impact of police – resident collaboration. Participants noticed how crime rates improved through the cooperation of residents and officers. In addition, residents talked about feeling safe or not so safe during police interactions. Sometimes just witnessing others’ experiences during crime interventions was stressful, and officers offered some insight into the steps they take to avoid reactivity and minimize escalation and trauma during their crime intervention work. Safety was also examined from the perspective of creating safe places for community members and officers to communicate with each other.

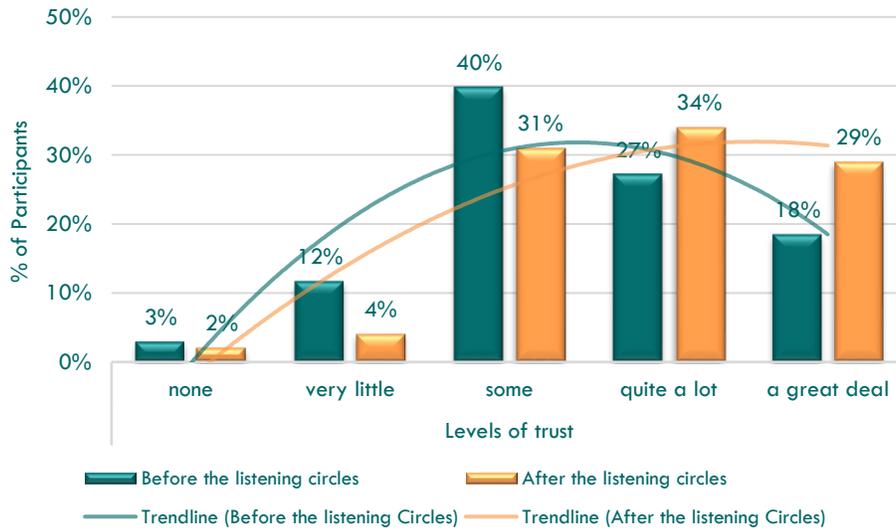
Next Steps

This report will be sent to all partners, including Chief Flynn, Captain Heier of District 5, and alderpeople. Funding permitting, two series of Police and Residents Listening Circles will be taking place in Harambee, one in Spring 2017, and one in Fall 2017. The involvement of planning committees will be increased to not only a planning stage, but to a managing stage so that residents can take charge of the program.

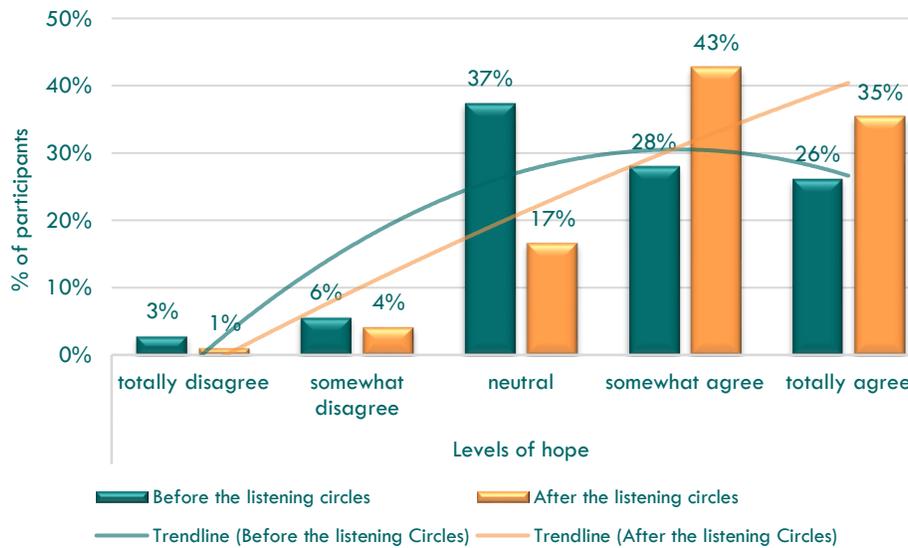
Quantitative Data – Pre/Post Surveys

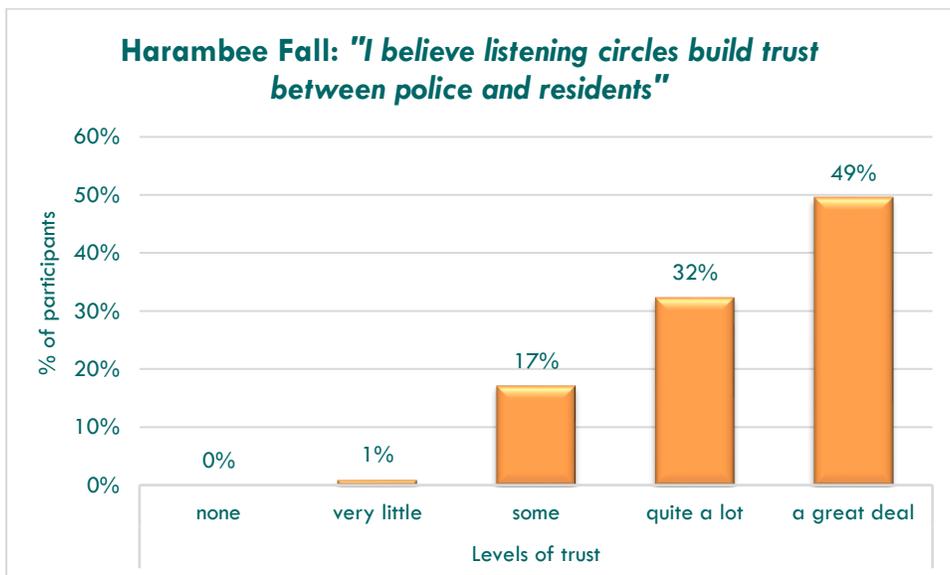
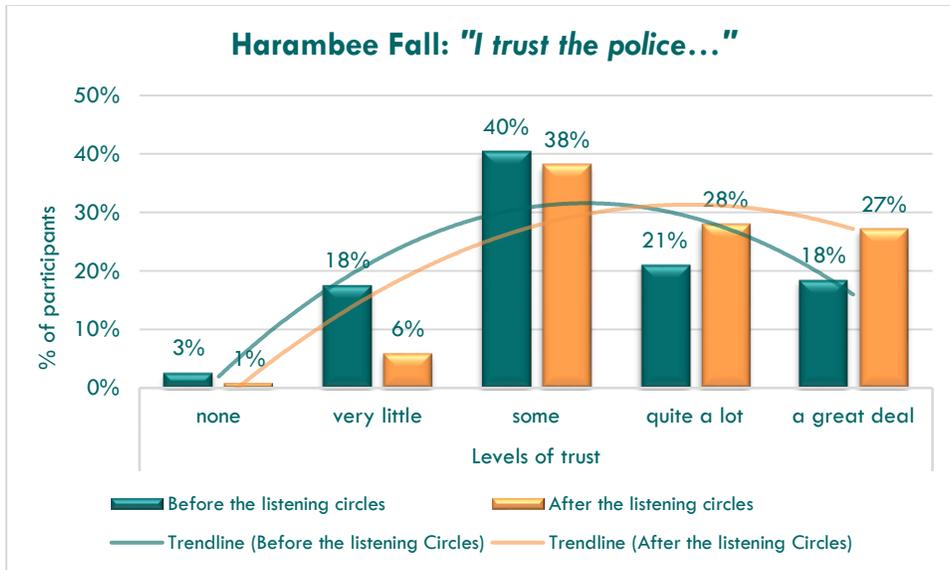
Through the use of pre- and post-surveys, the Zeidler Center has collected quantitative data regarding the effects of the Listening Circles on levels of trust amongst resident participants. The following graphs are a combination of the three fall sessions that took place in Amani and present clear improvements in levels of trust, support, and hope when it comes to police perceptions, and police and residents relations. Results for individual sessions are available in this report.

Harambee Fall: "I can count on police to support my neighborhood..."



Harambee Fall: "I believe community and police relations will improve..."





Questions about this report should be directed to:
 Dr. Katherine Wilson
 Executive Director, Frank Zeidler Center for Public Discussion
 631 N. 19th St., Milwaukee, WI 53212
katherine@zeidlercenter.org, (414) 239-8555

Listening Circle 1 - Analysis

Topic: Imani – Faith. To believe with all our hearts in our people, our parents, our teachers, our leaders, and the righteousness and victory of our struggle.

Question Round One: *“Tell me about a time you felt supported or appreciated by police officers or the Harambee community?”*

“I felt appreciated because I have witnessed police officers protect us against dangerous people in our neighborhood.”

“I felt supported when the police comes, sits down, and listens to what I have to say about the department and the community.”

1.1 Positive Experiences with Police Officers

Multiple participants shared different positive experiences they had with police officers in the community. Some answers however showed that, while positive experiences are had, they evolve from complex relationships, such as: *“That’s a tough question. I have been exposed to different versions of policing... I have come full circle to understand my view of policing. I felt unsupported because I had ill perceptions of what policing is. On a personal level, I have gotten good support from the police.”*

1.1.1 Felt Protected by The Police

Participants stated they felt “appreciated”, “supported” and “valued” when police officers are present in their community and provide protection. One participant shared about time they felt threatened, but then *“they [the police] came around the corner. I called them over... The police asked me what was going on, and I told them that I didn’t feel safe until those guys were gone. The police stayed with me until I got on the bus.”* Other participants didn’t share a particular experience but shared that they feel supported *“when police officers protect us against dangerous people in our neighborhood”* or *“take into custody people that don’t have the greatest intentions for our neighborhood...”*

Such experiences help to improve relations because, as one resident shared, *“now I know they have a job to do – to serve and protect the community and then they go home. As I grew older, I opened a line of communication, don’t fear the police. Our relationship is OK today.”* It seems then that a through being accessible and visible on the streets, relations between police officers and participants become stronger because participants feel valued when they are protected, and also because the opportunities to engage and communicate with police officers increases.

1.1.2 Police Officers Provide Support in a Difficult Situation

Other participants shared experiences when police officers had provided support during a challenging situation. Some of these experiences seem noteworthy because the support the police provided defied what the participants expected them to do. One participant shared that one evening at the laundry mat, *“I sent my daughter home to get some coins.... A few minutes later, two police officers brought my daughter back. They were very polite, and they informed me that the neighborhood was a dangerous... They even offered me money to finish the laundry. That day I felt appreciated by the police because they believed my story, and they did not call CPA.”* Another participant spoke about someone that had nowhere to go and *“went to local police station and was surprised at the help and support she was given!... She was pleasantly surprised and didn’t expect how much time and effort officers took to make her feel safe.”* Additionally, another participant spoke about a time a police officer responded to a call when their autistic son was upset; the resident explained that the police officer *“talked to my son with dignity.”* These experiences suggest that such moments, when participants feel they are supported by the police officers, are powerful reminders of each other’s community humanity. As one resident reflected on an experience of receiving support: *“They truly acted as human beings.”*

1.1.3 Community and Police Working Together

In addition to these experiences, participants shared that they feel “appreciated” when the police listen to their concerns. One resident shared that after a complaint was made about “drug activity in the neighborhood” the police “raided a house. They got those people out of the neighborhood and locked them up.” When concerns are acted on, it is “a major plus response by the police.” Others didn’t share a particular time when the police responded to a concern, but spoke positively about the police being available, such as: “I felt supported when the police comes, sits down, and listens to what I have to say about the department and the community,” and “I don’t have much experience with the police, but I feel appreciated when the police officers come to listen to me.” Another resident spoke about “a monthly community meeting where officers participate and show interest in what is going on in their building, also know many participants by name!” These positive experiences show that an essential piece to building positive relations between participants and the Harambee police officers is increasing opportunities for interactions between them.

Three participants shared that a time they felt supported was when they were Commandoes, a group “to protect our community” and “to protect the marchers” during the 1960’s equal housing rights protests. During this time, participants were “a go between the police and the regular citizens who were participating in marches for fair housing and equality.” The police helped protect the marchers from community backlash. One former-Commandoe stated: “I really appreciated seeing the police come up – the ones that did – to help put the situation under control. It was a powerful feeling because I really thought things could have gotten worse that the really did. I think that if the police hadn’t been there, then they really would.”

1.2 Positive Experiences with the Harambee Community

Participants also shared multiple positive experiences where they experienced support and care from members of the Harambee community. One resident explained that such positive relations and experiences are enhanced if “people...give freely, especially when it comes to trust. I feel that it is the way to empower others.”

1.2.1 Police Officers Feel Appreciated by Residents in Harambee

Police officers reported a range of positive experiences in the Harambee community. Some reflections focused on the pride and initiative Harambee residents take in the community: “The neighborhood is clean for the most part. The neighbors shoveled the snow and kept their lawns manicured” and “that everyone cares about their community and how it looks. I’ve noticed that we get several calls from different people about the same issue or disturbance in the Harambee Neighborhood.”

Many police officers also shared experiences where they felt directly supported by the community. Actions ranging from “people stopping to say ‘hi’ and say ‘stay safe’” to “people acknowledge the ‘day to day’ sacrifices that police officers make! Lots of “thank yous’...”. In addition to receiving verbal appreciation, officers report that after Sherman Park and the police shooting in Dallas, there were multiple instances of community members showing their support to police officers: “we received dozens of baskets and it was nice to know that people in this neighborhood got our back. It’s nice coming into work and knowing that you’re appreciated” and “the community has been showing love and support-bringing cookies, flowers, cards, and saying ‘thank you.’ It’s made me feel like I have a purpose in this job.” This range of positive experiences-verbally thanking police officers to giving gifts- are meaningful to police officers because “It’s nice to know that there are people out there who still want us in the neighborhoods and helping us do what we’re supposed to do.”

1.2.2. Community Members Feel Supported by the Harambee Community

A significant number of participants also commented on the unity and strength felt in Harambee. They explained that throughout the community, there is a sense of trust, respect and concern for each other: “I feel the community is pretty supportive when it comes to the youth. No one is really selfish in the neighborhood” and that “my encounter as a community is that of a close knit family. Everyone knows each other and their families so we for the most part look out for each other.” Such feelings of respect and trust are important because they often translate to feelings of security: “I feel safe in my neighborhood. The (young folks) respect me. They treat me nice. I always talk to them about the Lord, and try and invite them to church!” Participants

who identified as active in the community for a long time, said they feel “very, very supported” and “I get good vibes from what I am doing.” Such responses suggest that participants from the Harambee community not only seek ways to become and maintain involvement in their communities, but that a major benefit of doing so is the sense of satisfaction they have from seeing their work appreciated.

Question Round Two: *“Tell me about a time you felt unsupported or unappreciated by police officers of the Harambee community.”*

“In terms of the community, I do not like when we are called names, I am trying to help, and I hear things like ‘I don’t care about the fucking police!’ It makes me feel bad.”

“I’ve encountered burglary and shots fired. I know someone had to have seen something. I believe safety is in jeopardy, and I fear retaliation if I come forward.”

2.1 Unequal Treatment and Cynicism from Police Officers

2.1.1. Racial Profiling, Verbal Threats, and Violence

Participants shared a range of experiences with police officers that led them to feel unsupportive and unappreciated. One participant shared a time when “a friend that was killed on East Capitol Drive by police... He was probably intoxicated. He was trying to go home. He was never reported to be violent that night. His worst offense was he did not deserve to die.” A significant number of other participants shared experiences of racial profiling and verbal threats: “I was at this party at a local tavern. All of a sudden the police showed up. They came in and asked everybody to stand up alongside the bar. They proceeded to come by and search us. A bunch of weapons hit the floor and they’d come up and ask what belonged to who. I hadn’t done anything, I was just there to have a good time”, or “a couple of times leaving school with a group of my friends, we were stopped by officers a few times because we were walking in a group. They made half of us sit on the curb and asked us question for nothing.” Another participant shared about a time “We called the police, but it took over an hour until they had someone respond... That was a sad situation like that where there was a baby...I just had a hard time believing it took over an hour to get a response.” When recounting these experiences, participants shared how being targeted negatively impacts them: “it made me feel about three feet tall. I hadn’t done anything, but he was treating me like a criminal”

It is also significant to notice how often other people are referenced or impacted during negative incidents with police officers. One participant compared a victim of police violence to a loved one: “Going back to my son, he was a big guy too, like my friend [who was shot].” Also, a number of these reflections would reference how a negative experience would impact others who were not initially approached by the police: “They made us late getting home and my mother was looking for me” or “my youngest son does real good in school, and his father... got him a car for that. His father gave him permission to just drive it around the block... He drove up to Capitol Drive, and was stopped by the police... My son was scared. The father then drove around to look for him.” Such accounts suggest that altercations between residents and police impact more people than just those directly involved in the particular situation. Thus, relationships between the community and police officers are complex and must take into account the collective emotional and psychological effects experience by more than just those involved.

2.1.2. Police Officers’ Cynicism

Some participants spoke about their difficulty with the cynicism they notice in the police force. One individual stated: “I sometimes get frustrated with my fellow officers... They have cynical remarks like: ‘why are you doing that?’ or ‘don’t you know that you cannot fix it?’ I try to help one person at a time, and I am fine with that. I do not like when officers get cynical because they have seen so much bad”, or “it is very disappointing to see police take away the dignities from people. They teach us that in the academy, but I already knew that. I feel unsupported when I say something about that to a PO.” These responses seem to echo the sentiment shared by one participant who said: “there are bad people everywhere. I want to be a cop because I want to make a

difference.”

2.2. Negative Experiences within the Community

2.2.1. Concern About Backlash After Reporting Crime

A significant number of participants reported feeling unsupported when they received criticism for cooperating with police officers, and thus are afraid to do so because of community backlash. Police officers notice that “... sometimes people are scared to talk to us on the scene,” another officer explained that “communication is necessary to keep communities safe. I sometimes speak to people who are afraid, who wouldn’t want any repercussions from sharing. We don’t need to speak in person. We can speak over the phone. There are ways to keep individuals safe.” Other participants shared personal experiences of being afraid to cooperate with police officers: “I’ve encountered burglary and shots fired. I know someone had to have seen something. I believe safety is in jeopardy, and I fear retaliation if I come forward.” Another participants shared: “While on 12th and Fiebrantz , we helped the police in an investigation-human to human. Neighbors were mad at me for talking to the police. But I am going to talk to them.”

2.2.2. Poor Cooperation

This fear, then, leads to poor cooperation. One participant expressed frustration about those who interfere with police officer’s work: “If there is a fight or unrest people come and support the offenders instead of the cops! Thinking police there to harass them or push them around? Safety first! Gotta get in there and secure the scene first, then able to access what is going on, and people don’t understand that! I wish people would just allow them to do job they are called to do, without interference!”

Such interference and poor cooperation lead police officers to feel unsupported: “It’s hard to do our jobs as police officers when we don’t have support from the same residents who don’t want these kinds of things in their neighborhood.” Specific examples of such experiences are: “I do not like when we are called names, I am trying to help, and I hear things like ‘I don’t care about the fucking police!’ It makes me feel bad”, or “sometimes I am on the way to a fatal or life threatening call, and people will not move out the way for me with my lights & siren on. Yet they would want me there if they called, and then people won’t help with investigations. I get frustrated with that.” In order for residents to feel comfortable participating with police officers and for police officers to feel supported in doing their job, this apprehension about cooperating and lack of trust must be addressed.

2.3. Other Emotions

2.3.1. Faith

Significantly, a number of participants referred to their faith to explain either how come they do not experience feeling unsupported or what supports them when they do. Having church be an anchor for the community was mentioned by a few participants: “Around here, I don’t think people appreciate Pastor Calhoun. Pastor Calhoun does so much, and invites people to bbq’s, and Sunday services. He is so involved with youth. But people don’t respond. He has gotten more youth in here than adults,” and “I think this church and the pastor are very involved in the community. The church brings neighbors together.” Others explain that relying on their faith has been a source of support to endure challenges that they have experienced: “My faith helps me be better with peer pressure and succeed,” or “for me it has been a challenge to see the truth and focus on the positive: not everybody in the community is lazy or a criminal. My faith has been a big support and has helped me stand for what is right and thinking that not everybody is bad.” These responses highlight the importance of community and faith in providing support to participants, especially when they feel a lack of it from the community or police officers.

2.3.2. Not Expressing Negative Emotions

Finally, some participants stated that they do not feel unsupported or unappreciated in Harambee, such as: “It was never a time. If it wasn’t my direct doing, I didn’t feel unsupported.” None of the participants that stated they don’t have experiences of feeling unsupported explained this by saying they keep to

themselves; instead, these responses reiterate the importance of healthy, active relationships. The responses were typically followed by a reference to one's family: "My family always got my back" or police officers, "I have never had bad experiences with the police. They have always had a friendly 'hello' or 'where are you going' for me," or to the community in general, "I don't have any problems in the neighborhood. I say hi and bye to everyone I come in contact with."

Connected Conversation: "What has been helpful or hurtful to establishing or maintaining faith and trust with residents and officers that live and work in Harambee?"

"The culture clash. People who live in other cities "outside" our city trying to police us. We need people from our culture policing us."

"I think the training must start at birth."

3.1. Change in Community, Discomfort Speaking Up

A number of participants attributed the cause of poor relationship between residents and police officers to the change in culture in the area: "People's quality of life is a lot different now than years ago!" One participant talked about the changes in the community: "The black neighborhoods were once thriving with restaurants, movie theatres, skating rinks, and clubs. Now we have just liquor stores and abandoned houses! Villard St. had a theatre, the black museum was a theatre, and churches provided more activities in the communities for youth!" In addition to the reduction of neighborhood institutions, a significant number of participants said the community also has less adult supervision. One participant explained: "Young folks don't have parents that correct them, they just allow them to do what they want, which makes it difficult when you try to talk to younger folks. They just don't listen...There is a lack of respect from the youth." This lack of supervision has led another participant to feel accountability has decreased as well: "I believe there is a lack of accountability. As a police officer, if I mess up I am held accountable. I feel it has gone way out the window with the offenders now."

It seems that these changes in the community and adult presence has attributed to individuals not feeling safe to speak up. Participants spoke about residents feeling "peer pressure" or being afraid, "I feel bad because I see people afraid to speak out. I believe things would improve with accountability for everyone." It seems that in order to rebuild trust between residents and officers, relationships need to be rebuilt within the community as well, yet working with the police officers seems only possible if it is something that one feels safe doing. However, these efforts will need time; as some participants explained why other residents don't attend: "'Because they don't think nothing is going to come of this!'", "It's a waste of time!" or "They don't wanna be with no cops!"

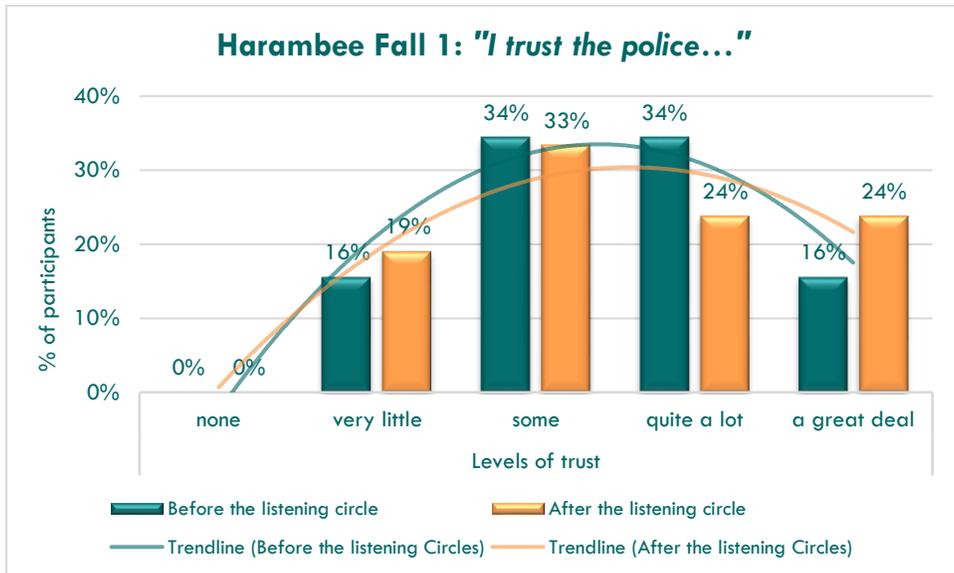
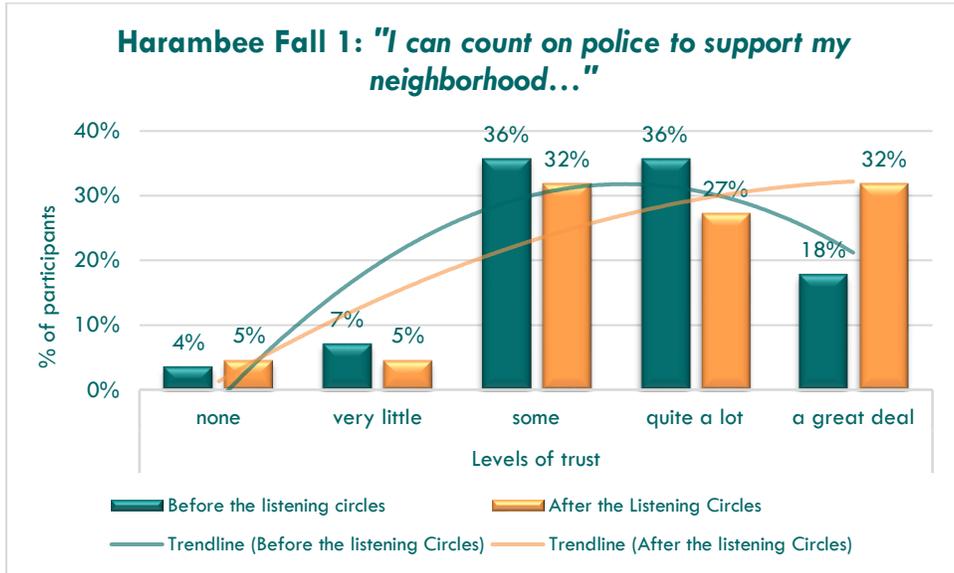
3.2. "We're all in this together."

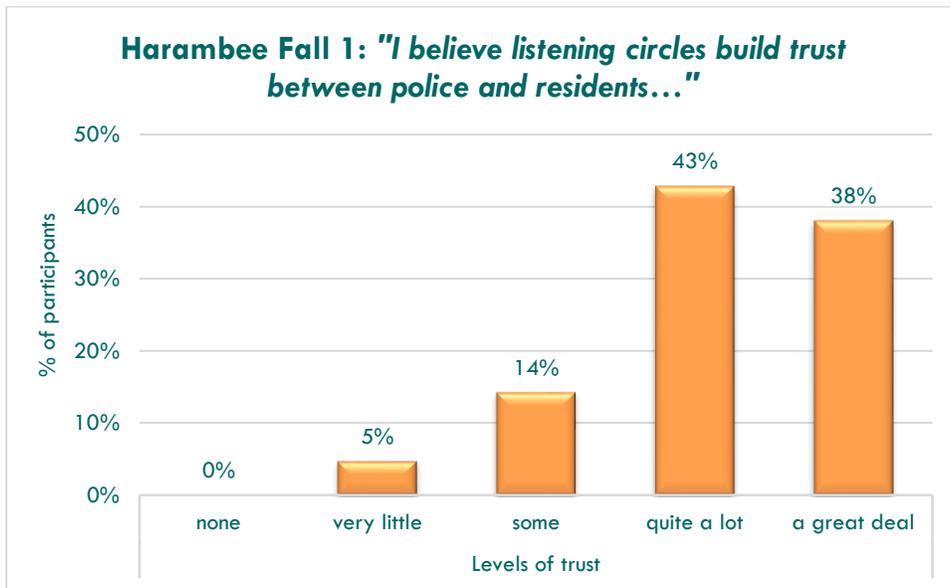
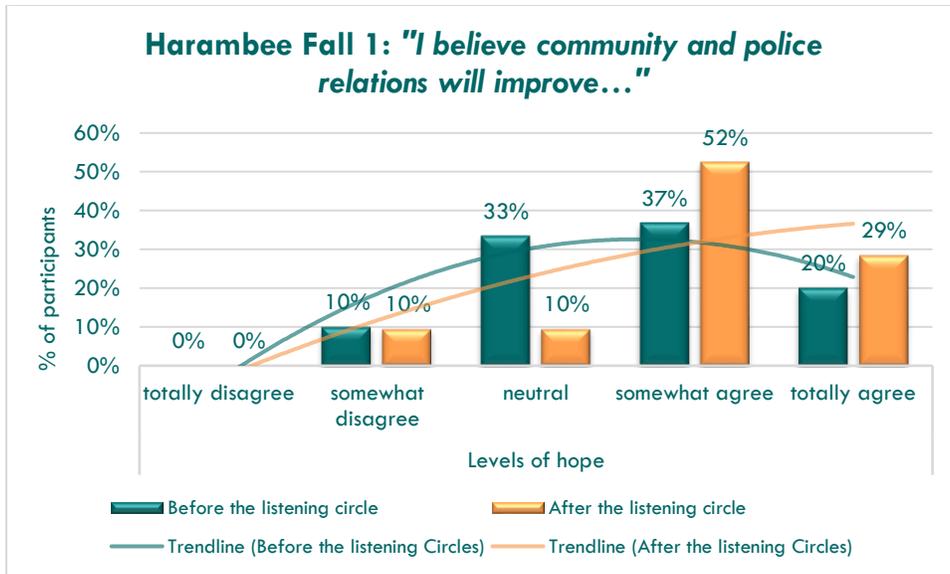
Other participants responded with a sense of mutual responsibility. They explained respect had to be given to all and that each person was able to set an example for others in the community. One participant explained that "I believe we all need a positive attitude when dealing with each other", and "I believe we all share in the responsibility." Another participant spoke about the importance of setting an example, "I believe if I speak up others will."

These responses seem to suggest that what is needed to cultivate a general level of support, trust and respect: "I believe it all comes down to the level of support. Support in times of right and wrong. I believe support is essential both for the police and our community. Helping look out for one another and teaching respect for each other." This response echoes the sentiment shared by participants at the end of the dialogue: "my faith in officers is now at an all-time high. There used to be a time when I thought police wanted to just get all black men off the street. I now know we have to communicate with the police in order for things to get better. This is my first time sitting across from an officer," "Officers being present in dialogues like this mean a lot for

residents. They feel listened to and respected”, and “I feel appreciated when our community come together like this event and talk about today’s concerns.”

Quantitative Data – Pre/Post Surveys





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

- Make me feel like a real citizen
- Or the life was given to the living.
- Everything
- Getting to speak to the officers.
- Getting to vent or simply share some feelings and frustrations of being mistreated when it was not necessary.
- Hearing the police officers point of view
- I got a change to meet this officer and share with him
- I hear the citizen & police officer share information

- I think the most valuable part was hearing other people's thoughts
- Is hearing what everyone else saying about the what was been talk about, how it made me feel
- Killing blacks
- Learning how everyone else feels and understanding i am not alone in my thoughts
- That I had the opportunity to listen to officer's thoughts and feelings about how this personally feel about things that are going on.
- The coming together of the police officers with the community.
- The police listening to my thoughts
- The young people
- Understanding

What questions or concerns are you leaving with?

- About our children dying by police what can we do to protect our children
- About the officer that are not from here and what they believe about me
- Concerned about more citizens attending there meeting
- Concerns are there is not enough forum of group discussing
- For my heart and my goals, it is just do not give up on lift agreement...
- Get rid of the drugs and all the killing
- How long can this good dialogue last? Between the citizens
- Hurts
- Hoping that things will get better in our community
- N/a (x 6)
- That a lot of others about participant or hear how officers feel.

What's the most important suggestion you have for future dialogues or steps going forward?

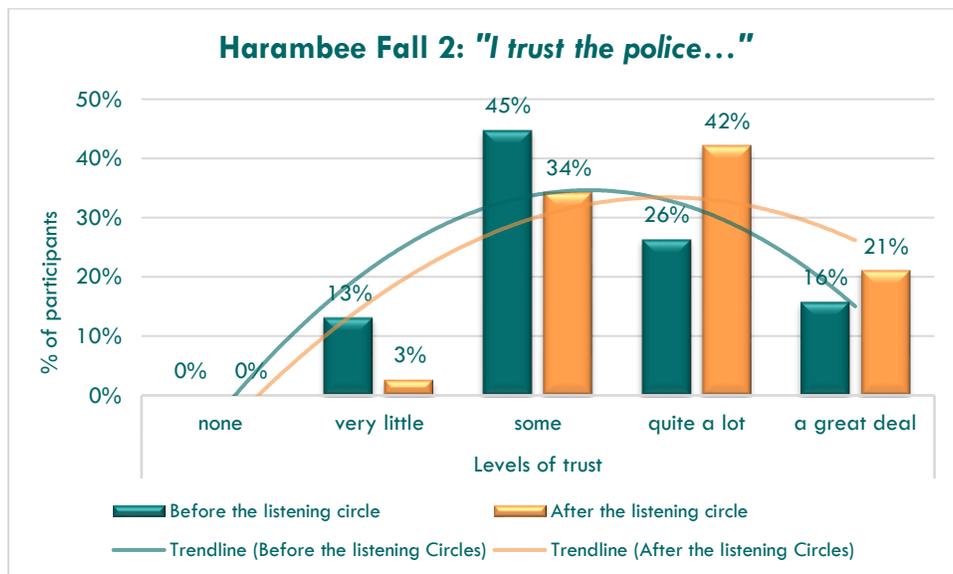
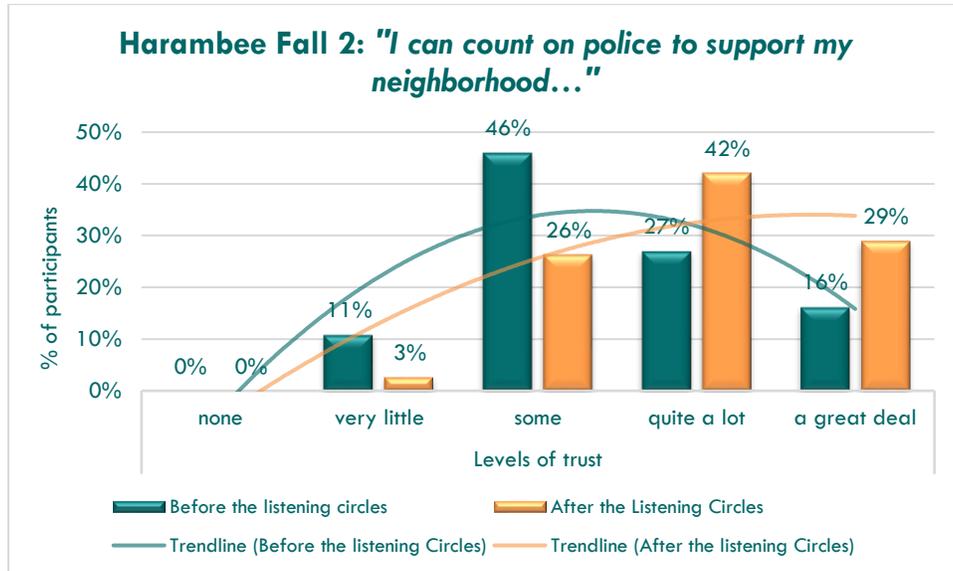
- A safe and drug free town
- Coming together
- Coming together more often
- Continue the good work.
- I thank the police need more trimming in how to dill with the young black men
- Keep the momentum going and then I feel like we will come out a little better, I know we will.
- Let kids ride alone with the officer and see what they do.
- Love one another
- More youth
- N/a
- None
- Only when i' am speaking from the heart and hope to have a church fellowship.
- Police working with the community more, to build trust
- To keep these sessions going.
- Try to involve more youth

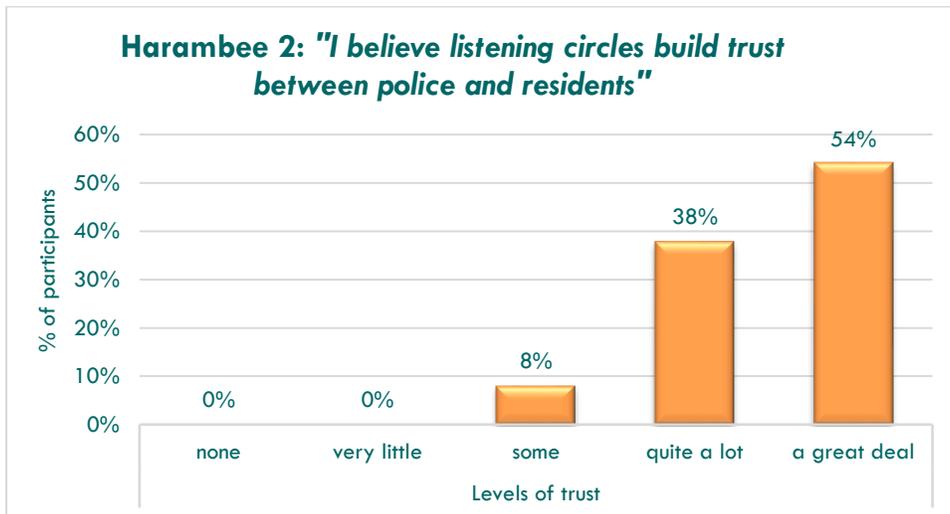
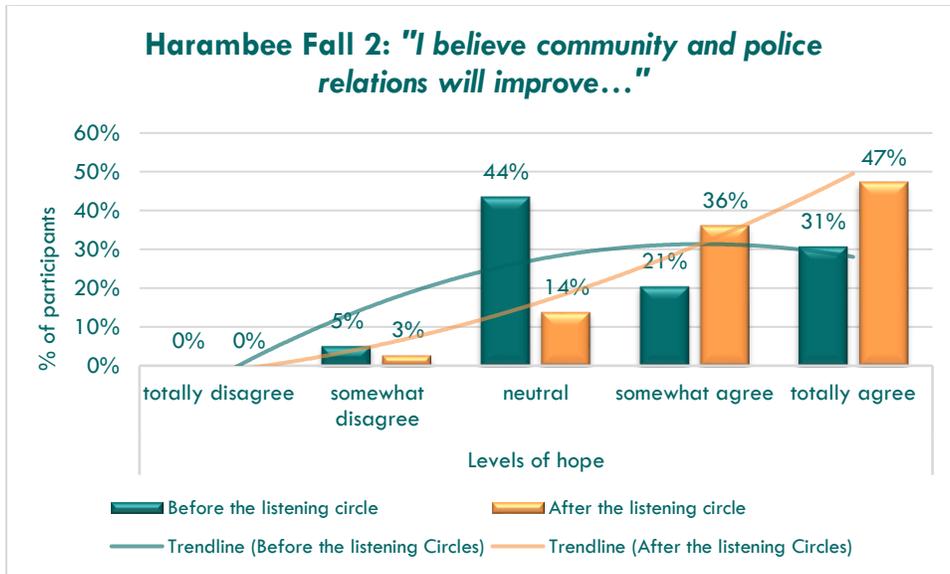
Listening Circle 2 - Analysis

Topic: Nia – Purpose. Purpose encourages us to look within ourselves and to set personal goals that are beneficial to the community.

See Annexes.

Quantitative Data – Pre/Post Surveys





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

- All
- Communication, yes
- D.w.i.
- Hearing other people's stories & opinions
- Hearing the neighborhood personal experiences
- I did
- I learned about the past of my city and the polices point
- I learned all people aren't bad they just have bad days.
- I learned that police are willing to help
- Learned a lot of valuable information police over worked and under staffed

- Learned what police go through, routinely, to do their job
- Learning more about the police school and how much they have to work. Yes, i have learning alot.
- Listening to others
- Listening to residents & police
- Listening to the police officer speak.
- None
- Not to stereotype MPD
- Officer X.
- Participant shared their thoughts and opinion freely
- Police are people too
- That not all police are alike
- That I got a chance to talk to the police. Yes, that some police do care
- That you get to get your point across and hear from their stories
- The input from everyone. Yes, I learn a lot.
- The most valuable lesson today was I as a citizen do matter to the police.
- The open session
- They care
- They have a hard job to do
- Yes, trusting the police more
- Yes
- Yes, I learn how other people look/feel about the world and police
- Yes! The truthfulness that some police have in their hearts, without violating their jobs

What questions or concerns are you leaving with?
--

- All think positive
- Can I trust him the police?
- Communication with police and the public
- Follow up on these dialogues
- Have more faith in the police
- I have no question
- I want to know how to handle police with my problems more efficiently
- I wish police will have more positive interactions with community's youth and children so the only time people see police is not for bad things.
- Keep up the good work
- More respect of people
- N/a (x11)
- Not reaching enough people
- This is a great effort. It has been a long time coming but it is here now! And I am glad!
- Trust one another
- What will I do next time I see or interact with a cop?
- Why is there so much police brutality?
- Will it get better?

What's the most important suggestion you have for future dialogues or steps going forward?

- Being fair
- Conduct listening circles here often; community locations and police locations. Involve public with police policy creations.
- Continued dialogue with residents and police
- Do not stop this effort until we all reach our goals. This city can be one of the best.
- Escalation to city officials to resolve community/police relations
- Give respect in order to get respect
- Have a relationship with the police?
- Have more trust within the police department and all the other law enforcement
- I don't know
- Keep doing this
- Keep it going
- Keep positive goals
- March
- Maybe to communicate more on a level of revamping the relationships between officers and residents
- More engagement from community leaders
- More events that we can invite officers
- More interactions with police and community
- More time more than one police per group
- More youth
- N/a (x 4)
- People are the key to building
- That its not about what they have on it abouts how they do there job
- To have faith that things would get better
- To see if change going to happen
- We need more

Listening Circle 3 - Analysis

Topic: Umoja – Unity. Each member of the family, and by extension the community, is constituted by a web of interpersonal relationships. The health and possibilities of the family and community, therefore, is dependent upon the quality of relationship within the family and community.

Question Round One: *“When have you seen residents and police come together to do constructive, supportive, restorative work and respond to challenges and needs in Harambee?”*

In response to the round one question, a number of participants stated they were not able to name examples of police and residents working together. However, others did describe instances they had witnessed or participated in, and identify established programs that provided opportunities for collaboration. In addition, there were many comments about the factors that contribute to this kind of interaction and the ways it could impact the community.

1.1 “Haven’t experienced it”

People were frank in expressing their doubtfulness about the existence of resident – police collaboration in Harambee. They made statements such as, “I can’t really say they are coming together,” and “Honestly, you don’t see a lot of people come together here.” They thought constructive and productive joint efforts would be difficult because, as one person noted, police currently “are really separated from the community.” Another went further, declaring, “People don’t have respect for police and police don’t have respect for people, it is chaos right now.”

A few reasons for this situation were floated, some of which pointed to resident attitude as a barrier to cooperation. One person explained there was a lack of relationship between police and residents, saying “Most people around here don’t want anything to do with the police until something goes wrong. People treat the police like they treat God, they only want to obey and call on them when things go wrong.” A resident denied seeing any evidence of collaboration between the two groups and noted, “it’s not the police’s fault it starts with us!” Additionally, a participant pointed out the need for “more interacting by hearing” on the part of both police and residents, as opposed to just expressing and reacting.

1.2 Community Events/Efforts/Programs

Other participants were able to provide multiple examples of community programs and events that provided opportunities for police and residents to work together. These included:

- Action Days
- Back to School events
- Commandos
- Holton Youth Center

Officers told of participating in community outreach efforts, such as “a specific unit of the department that was involved in community action day,” and holiday celebrations.

1.3 Specific Instances

In addition, some participants described specific instances when they had witnessed collaboration between residents and police. One reported the regular attendance and participation of MPD representatives at the monthly community meeting, and another described his/her own collaborative efforts which s/he called being a “warrior for peace and justice.” An officer spoke with pride about his/her “effective community outreach” and a resident reported, “I see people come together across the street at the store.”

1.4 Community Clean-up Efforts

In describing instances of working together constructively, many participants mentioned joint efforts to clean up the neighborhood's physical environment and how these typically brought police and residents together. Sometimes these revolved around particular events, such as "They had Juneteenth Day from Burleigh to North Ave. We used to clean up the route. Police and community came together in a strong way."; and "after the riots many residents of the community and other police officers who did not live in Sherman Park came together to help clean up the trash and debris." Other comments reflected a long and general history of cleaning up: "Way back when, the city and residents started getting together to keep Milwaukee clean...When the effort began, officers began giving more tickets to people who were littering. The city placed green trash bins on every two blocks. Residents were picking up trash from the sidewalk."; and "I have seen a lot of community block parties and community cleanups."

While these examples were from the past, others were more current, as in: "We had a community garbage pick-up recently that I took part in. It was beneficial to the community because there have been studies that say that cleaner neighborhoods keep criminal away. If the area looks like it's being taken care of, then less crime tends to happen." This sentiment was echoed by another participant who commented, "I feel, as an officer in the Harambee Neighborhood, that everyone cares about their community and how it looks."

1.5 Church/Grace Fellowship

Church was another theme that appeared in discussion about officer – resident interactions. Grace Fellowship appears to be known in the community as "a place to show people they have somewhere they can go," and as a church that "does a lot for everybody." Specifically, there are monthly meetings which were described as "police and residents come together here at Grace Fellowship when we have our gatherings outside in the lot. Since we've been having these meetings things seem to have gotten better."

1.6 Reporting Crime

Participants also viewed the community's response to criminal activity as an area where police and residents work together. One officer observed "different people...flag us down if there is a problem," and another described a resident taking action to report her suspicions about nearby drug activity, saying, "By letting the department know, she allowed us to go in and finally stop the activity." A resident also disclosed s/he had "witnessed and worked with the police" to deal with local issues.

One problem associated with this kind of collaboration (discussed in other police-resident listening circles as well) pertains to the "snitch" reputation that apparently can result when residents report criminal activity: "When I call the police to report something I see in the neighborhood, why do they have to come and knock on my door? People call you a snitch...it makes you not want to get involved!" Perhaps there are ways of mitigating this fall-out to some extent, such as having police discretely follow up with a resident rather than show up at outside a home.

However, the effectiveness of residents and officers working together constructively was confirmed by some. For example, there was a report of having "a 'nuisance property' shut down through the help of the Land Lord, Police and other residents."

1.7 Safety

Crime levels in the neighborhood and their impact on safety posed an important concern for everyone. One participant advised caution, saying, "You never know what might happen if you don't stay to yourself, so you can't reach out to everyone around here," and a resident disclosed s/he sometimes "felt worried about the safety of the officers." However, it was the more noticeable police presence (through bike

patrols, etc.) that, in the words of another participant, “makes the community feel a little safer.”

A few residents pointed out specific incidents of collaborating with police to address safety issues. One remarked, “each month I would attend the monthly Safety Meetings at The Fifth District Station,” and another described a time when s/he tried “to help the officers” who were dealing with “a loud and aggressive man.”

One other perspective on safety that arose out of discussion during this round was that of residents’ sense of feeling safe with police. While this was not addressed overtly, a few residents made reference to past interactions with officers that affected their ability to feel comfortable and safe around the police, including being “shot twice by police,” and “accused and in trouble for something I did not do.” These residents were left with “a bad taste in my mouth,” and feeling “nervous around them [police],” although one eventually “got over that.”

1.8 Face-to-Face

Participants shared a variety of different experiences when talking about interacting with each other on a face-to-face basis, most of which were positive. On one end of the spectrum, a resident reported, “I’ve never been up-close or personally interacted with an officer other than tonight’s circle,” while on the other end, an officer described his experiences on a walking beat: “I got to know people in my beat areas on first-name basis because that’s what happens when you have regular face-to-face interactions.” Another officer felt the situation was improving, saying “people are engaging with us more in the Harambee Neighborhood,” and a resident who approved of the bike patrols said, “I appreciate being able to meet them face-to-face.”

1.9 Bikes

In fact, bike patrols were strongly supported by participants in the Harambee listening circles. Several residents commented, stating they very much “liked it when officers started riding their bikes” and that “bike officers are also nice.” One participant remembered, “my kids and I used to come outside when we saw them; the officers would talk to us,” and another confirmed, “I think that’s a good way to get residents and police collaborating with each other.”

1.10 School Officers

It appears there once was a more active police outreach to the community schools that produced a positive and lasting outcome for some participants. One remembered, “they used to come to my middle school and talk to us. I still have police from those times for trust and support. There are some good ones that care. I think they should put police back in schools and have camps.” Another told the group, “the police came in our class, showed movies, and talked about crime. It was really supportive. And police actually heard about roots and conditions of crime,” pointing out that learning occurred on both sides of the relationship. However, it was unclear whether such programs still exist to the same extent. A student reported, “At my school, sometimes the police come in and set up an information table in the cafeteria during lunch, but I never went over to check it out.” While no specific descriptions of the current school program were given, in more general comments police indicated overtaxed resources within the department were limiting some of the community outreach that once had been possible.

1.11 Kids

Regardless of current day limitations, it was clear to participants that focusing on building positive experiences and impressions with children and youth was key to improving community-police collaboration: “It’s important to start building positive relations when they’re young.” It was also clear that typically, officers were more than willing to engage with community children. One officer remarked, “I would talk to the kids

of [my] beat, too. I enjoyed talking to the kids,” and another participant observed, “there is one particular officer who always comes and the kids like talking to him because he takes time out to talk to the boys about staying out of trouble.”

1.12 Perceptions and Expectations of Police

Overall, the community’s perception of the police, as well as their expectations, were considered ripe for review. Participants made comments such as “We can’t expect the police to be saviors,” and “We should not have to rely on police to enforce morality.” The point was also made that the way to help the process move forward toward a more realistic and appropriate view of the role of officers in the community was to increase interaction with them that would allow both parties to come to know each other better. More community outreach events would “change the perception of the community about them,” and having more officers actually residing in the district would increase the opportunities for engagement. Since police “respond to problems based on how people cooperate and how much they trust us,” improvement in these areas could have a significant effect on future police-suspect encounters as time goes on.

1.13 Surface Interactions vs. Relationship

However, it seems the relationships among members of the community also may be in need of some work to deepen engagement and genuine connectedness. Some participants commented that residents “just pass by and exchange courtesies,” and lamented the fact that “people in the neighborhood aren’t neighbors anymore, they are just people that live next door to each other!”

1.14 The Listening Circles

The experience of participating in the listening circles was valued by many who often commented on the relevance of the process to the current problems experienced between police and residents. The circles were seen as offering a model of constructive engagement: “The circles are the most valuable example, though. They allow police and residents to see each other’s views.” In addition, they provide an opportunity to begin experiencing positive interactions: “Being in this setting – the listening circles – is honestly the most valuable example I’ve seen of resident and police coming together.” In addition, the impact of participating in the listening circles was already being felt within the community: “I agree as an officer that meetings like this have seemed to better the communication between officers and residents. Information has been coming across faster than before.”

Question Round Two: “How have you seen police and residents mutually benefit by overcoming challenges to collaboration and dialogue?”

A mixed response from participants demonstrated the wide variety of experiences that exist within the community, with some unaware of any examples of collaboration and others reporting how much improvement they see. Factors that contribute to successful collaboration, as well as obstacles to overcome, were described; goals for continued progress were also identified.

2.1 “Haven’t seen it”

Once again, there were a number of participants unable to identify this type of positive interaction. They shared that they had not witnessed benefits resulting from this kind of collaboration and made statements such as, “I have not seen it in this area,” and “I don’t see it.”

2.2 Specific Benefits

Others, however, were able to point to specific benefits arising from improving cooperation. Specific mention was made of:

- Increased respect: “Listening circles, bike patrols and foot patrols, help us regain that respect.”
- A more accurate understanding of police, including their feelings about their work, their vulnerabilities, and their motivations:
 - “When I saw that, it made me feel we have police that are not scared, and that they do care.”
 - “We benefited with them walking the beat. That helped me let my guard down. So I started to humanize them, and see what they have to go through. I changed a lot now.
- A decrease in hate, animosity, fear of each other, etc.:
 - “I used to have hatred, but I had to get over it or do or die, and some therapy.”
 - “The challenge was the fear of interacting with the police.”

2.3 Overcoming Bad Attitude

Another noticeable improvement reported by participants was a change from a negative attitude to a more positive and open one. A participant remarked, “I think our neighborhood is overcoming the challenge of a generally negative attitude toward the police.”

Confirmation of the challenge that exists regarding a negative attitude toward police came from both participants—as in, “I’ve witnessed a general lack of respect for police and sometimes a lack of respect for residents”—and officers, such as “a challenge that I’ve seen while on patrol is that a lot of people respond to us pulling them over like we’re trying to ruin their day.” Other comments made reference to the problematic situation, but also brought in positive notes, such as, “You can’t benefit without improving the relationship first,” and “The community did not want police, so those police had a lot of heart to show up.

2.4 Overcoming Lack of Support

A related improvement was the progress that had been made in addressing a lack of support from the community for officers doing their work. Discussions on this theme revealed that while previously residents were “hesitant about us [officers] being there,” after a period of “seeing the same officers everyday” residents responded positively to the consistency of police presence and this “led to increased communication and friendships.” Importantly, there was a change in cooperation between residents and officers involving “open communication about problem houses...”. This interaction also spread to involve conversations about “everyday life, family.” An officer commented that s/he benefited from this change not only because crime work became more effective, but also “because people realize that I am a person behind the uniform. We have families, our own kids, and birthday parties too.”

This experience was echoed in the comments of others. Another officer reported “one challenge I’ve seen overcome is the lack of community support during crime intervention,” and a participant remarked s/he had seen people “working in anonymity with the different units of the department where excellent results were achieved.”

2.5 Bad Past Experiences

However, just as in the first round, there was discussion of past experiences with police that had

impacted the level of support residents felt able to provide now. One participant had not witnessed any collaboration between police and residents, and was unaware of the benefits others were reporting. Instead, s/he had an impression about officers that had been formed by consistently negative incidents: “Anytime I see police come to this neighborhood, they are picking somebody up. I don’t see police just asking people ‘how are you doing?’” Others remembered scenarios from long ago, such as, “In the 80’s, police were mostly white. If you went to Washington Park, police would stop us and we would get carted away,” and “I remember when the police gave orders, not ask you respectfully. Police would be corrupt back in the day.” While the impact of these memories was still felt, participants acknowledged how different things are today, both in terms of police professionalism and the heightened danger from firearms.

2.6 Contributing Factors

During this round, participants occasionally identified some of the factors they thought contributed to the problems they had experienced in officer - resident relations. These are briefly described below.

2.6.1 Media

It was suggested a couple of times that the media was one contributing factor impacting collaboration between police and residents. One participant spoke of the need for “overcoming the perceptions of the media,” while another named it as an issue that had “put a strain on police.”

2.6.2 Guns

The heightened danger from increased firearm availability and use was pointed out a number of times. Young people were thought to be an especially high risk by community members and police alike. One participant remarked, “now they seem trigger happy...the younger generation is liable to shoot.” Another noted, “These young people are a threat to police with their weapons and assault rifles,” and a third concurred, saying “The police operate in fear because young people today don’t care about anybody they (young people) will kill people for a few thousand dollars to buy rims for their car.”

2.7 Ambivalence

Some participants were frank about the ambivalence they either felt or perceived in others regarding the role of the police in the community. One officer disclosed his/her frustrations with the fact that “people want you there quick...when they actually want you.” A resident also revealed “mixed feelings on the level of police presence” at community celebrations, reflecting the inherent tensions that exist between the various roles officers play in the community. There are multiple reasons why officers are visible and participating at community events; there is the need for crime prevention and law enforcement, which sits alongside the goal of establishing a genuine and trusting connection with community members and even contributing to improvement of the community through outreach efforts. It appears a thoughtful and careful navigation of all these roles will be required in order for resident – officer relationships to develop successfully.

2.8 Improving

Along with this ambivalence, there were also comments acknowledging that the situation is improving, particularly in relation to officers biking or walking their beats. For example, one resident noticed feeling “less tension when officers are walking or riding through the neighborhood,” while another remarked, “when they did start walking the beat, it was humanizing, letting my guard down.” Residents noticed the difference—“when the chief of police started making officers ride bikes and walk beats, things got better,”—and encouraged increased use of such patrols: “I like seeing the police on their bikes in the neighborhood and it makes me feel safer. I wish we had more presence.”

2.9 Prevention Goals

One area of agreement during this round concerned the goals for improved crime prevention in the community. A resident described the situation in the past as, “Before, I barely left the house. I had to make sure all the windows to my house were locked because people would just break in and steal things.” S/he went on to say that bike and foot patrols had changed things such that now they lived in a safer environment where “there was less crime.” An officer explained how their routine interventions, at times distasteful to the community, do contribute to crime prevention and improved safety: “The idea behind routine traffic stops is to ultimately stop criminals from doing crime in the area. If they see that officers are pulling over cars and see the lights and everything, they’re less likely to commit a crime there.”

Another theme was the practice of staying inside after dark, as expressed by residents who commented, “I go home when it starts getting dark,” and “I won’t allow people to victimize me. I used to carry a gun around, but now I just go home before dark to avoid it.”

In addition, some crime prevention efforts took on a generational context, as noted by one participant who remarked, “I see officers working with the young people and having conversations with them to try and keep them from going the wrong way in life. Directing and informing them early of the consequences of being in the wrong place at the wrong time and why.”

2.10 Safe Communications

One significant part of the discussions about crime prevention concerned communication. People told how communicating about crime happened within the community. For example, an officer stated, “I remember responding to a shot-spotter alert...When my partner and I arrived, we communicated with the people who had gathered around the area. They told us about what they saw happen.” As officer-resident communication has improved, “people are not as afraid to speak out” according to another participant.

In addition, there was talk pertaining to creating safe spaces for officers and residents to communicate with each other, such as the listening circles. These opportunities for talk “without it being a crisis situation” allowed everyone to “connect over personal conversation.” Participants expressed that “it’s good to be able to talk,” and it was helpful “to see where we are all coming from and listen to each other,” in part because “open communication... allows us to help each other.” One participant linked these communication opportunities to overall improvement: “Anytime officers and residents meet face-to-face and talk to each other in safe settings, we build a better community.”

2.11 Success Through Collaboration

Not only was communication seen as an important step along the path to successful collaboration between residents and police, it was also thought to be an effective tool in crime prevention. One participant pointed out how communication and working together go hand in hand to produce results: “When people come together with police and we have dialogue, it makes policing easier and more effective.” It was generally accepted that “an effective relationship really ‘greases the wheels’ and that “society would benefit if they [police and residents] work together.” Thus, participants called for increased cooperation between community members, groups, and police in “addressing the ills” of local neighborhoods. Even though “it doesn’t happen” to a great enough extent at present, it appears there is “a lot of potential through police and neighbors partnering.”

2.12 Specific Programs

During this round, participants continued to refer to specific examples of police and community members working together. These included Neighborhood Block Watch, Building Neighborhood Capacity,

Shop with a Cop, and an unnamed program through which “police sell dinners that help kids,” along with neighborhood churches.

2.13 Bikes

As previously referenced, bike patrols were overwhelmingly popular with area residents who felt they were helpful, positive, and effective. Discussion during this round affirmed that “bike and foot patrols help” and people “like seeing the police on their bikes in the neighborhood.” Officers also expressed satisfaction with the effects of their bike beats: “Right now I am a bike cop; before when I was patrol it seemed harder to have authentic dialogue with residents. Now on my bike I have gotten to know many different people on my route around here.” However, one participant mentioned a recent decrease in the visibility of bike officers and wondered if there had been new cut backs.

2.14 Friendship

From time to time, the theme of friendship also surfaced in discussions about officer-resident relationships. One resident disclosed, “I’ve personally overcome communication challenges by befriending officers and spending time with them while they are off-duty. I’ve made friendships with officers that have lasted for years.” An officer offered encouragement from his own experience as a bike cop building friendships in the community: “Consistent police presence led to increased communication and friendships.” In addition, one participant commented on how friendships among residents can be an effective deterrent to crime: “the young people in my new neighborhood don’t have this problem and it is because of dialogue. We all know each other and have good relationships. I know my next door neighbor we take each other’s kids to school, have football parties, and watch each other’s houses when we are out of town.”

2.15 We Are All Human

Participants recognized that ultimately, deepened relationships and open communication allow people to embrace a shared humanity and accept what they have in common regardless of their various roles in society. These insights came through in comments such as, “In the end we saw that everybody was human. You could see each other as people, and referred to each other by first names.” Some spoke of coming to “realize the humanity of law enforcement” or beginning to “humanize” others “and see what they have to go through.” One officer “benefited because people realize that I am a person behind the uniform,” and a student participant found “it is good for the police to talk more to the young boys, especially at my school and other high schools, to connect with them and see them as humans too.” These accounts of insight and growth illustrated how genuine and realistic understandings of each other as humans can replace the stereotypes and distorted images that have arisen from fear and anger.

2.16 These Circles

Also during this round many remarked on the benefits received from participating in listening circles. Often comments pointed out how these circles had proven helpful with the specific issues under discussion. For example, one participant observed, “I think the greatest way we’re overcoming this challenge would be these listening circles,” and an officer revealed, “tonight’s circle is the only chance I’ve had to communicate this.” Others highlighted the ways in which listening circles improved communication, such as “listening circles are by far the most beneficial to overcoming communication challenges,” and “these meetings are the most beneficial to residents and police because they directly encourage communication.” Sadly—but significantly—one resident revealed, “These listening sessions are the only interaction I have witnessed as positive.” Others highlighted the importance of listening circle dialogues to the future of the community, saying “as long as we can keep getting together like this it will get even better,” and “I believe things will improve with accountability for everyone if we keep these talks up.”

Connected Conversation & Parting Words - “What do you wish police and residents knew and understood about each other?”

3.1 Avoid Stereotypes

In response to the prompting question for this round, many participants wished for a change in the current acceptance of stereotypes on both sides. Residents wished that “police would not think that all of us are a threat to them,” and they would try to “understand where some people come from...listen first and not immediately put people in same categories.” One young driver worried, “I hope they don’t stop me just because I’m black...that’s what I’m afraid of!”

Another resident also challenged parents to teach their children to respect officers, instead of resisting them: “I tell my grandkids you have to respect the police and they won’t hurt you, they will protect you.” In addition, an officer expressed the wish that “we weren’t stereotyped as officers, because there are good and bad.”

3.2 Good Cops, Bad Cops

Indeed, the presence and characteristics of “good cops” and “bad cops” emerged as a theme during this round. One officer pointed out that, “Most of the officers I know are trying to do a good job. If we had 99% of officers doing a good job across the nation, and 1% doing a bad job, that 1% is going to look a lot bigger if they get most of the attention.” A resident spoke of police attitudes from decades ago when “the police acted like gods,” and another participant initiated a discussion about police background checks when s/he asked, “How do you respond to another police officer being wrong?”

3.3 Doing Their Job

There also was considerable discussion related to the theme of police doing their job. One resident could acknowledge that sometimes events which upset or concern people are all just part of police work: “But now I talk to them, and see them as doing their job.” Still, there was some way to go before s/he could accept all that police work involved: “I respect them, but maybe not trust.”

An officer referenced the pressure on police today due to the increased crime and reduced resources. S/he commented on why police were not as available as they once were for community outreach, saying “As an officer I can say it’s probably due to the crimes that are being committed and we’re constantly going from one call to the next. We do not really have the time while we’re out serving.”

3.3.1 Reactionary

Part of an officer’s job was described as dealing with the tendency for volatile behavior on the part of suspects and the police as well. Resident comments revealed their alarm and concern resulting from the impression that the interactions they observe are frequently reactionary and risky. One participant exclaimed, “I think it seems chaotic sometimes, they immediately grab people and put those handcuffs on for nothing,” while another stated, “You never know, but they do seem fast on the draw.”

Officers acknowledged how their crime interventions might appear to residents, and attempted to explain some of the reasons for how these events unfold. One officer stated, “As an officer I can tell you when something like that happens the bystanders usually do not know the full scope of what is going on or the extent of the offense. Sometimes the handcuffs just mean that they are detained at that moment.” Another

described his/her approach to traffic stops, which involved “trying to dispel any fear right away...I know that people have a fear of being stopped, so I try to de-escalate situation before any tensions arise.”

3.3.2 Safety and police work

One officer also explained that crime interventions requires a premium be placed on safety, and this becomes an over-riding factor at times during police work. S/he remarked, “I wish that residents understood that we have a job to do and we have certain rules that we must follow and sometimes there are safety issues involved. Sometimes we’re going into areas unknown.” However, for at least one resident, seeing the events unfold from an outside perspective created a different impression: “We feel like the police are afraid of us!”

3.4 Change Over Time

During this round as well as earlier in the evening, participants occasionally commented on how much the police - resident relationship had changed over time. Sometimes they referred to the kind of interaction that took place, and other times they mentioned the context or environment surrounding the interaction. Typical examples include, “I remember growing up I had a good relationship with the police they would come around and talk with us and hand out baseball cards. I don’t know what happened.”; and “Growing up the police would be seen playing basketball with the young boys in the park, and they seemed to be more engaged with the community...I don’t know what happened.” The wistfulness attached to these memories, as well as the uncertainty as to why things are different now, both present opportunities for future conversation and exploration leading toward a more positive present-day experience.

3.5 Connection

Indeed, during the Connected Conversation round, the connection and community outreach remembered from the past also appeared as desirable elements within the police-resident relationship. Once again the theme of bike and foot beats emerged, with significant support from both officers and residents. One officer felt these types of patrolling were “awesome” because they “get us up-close and personal with community members. I’ve been doing patrols like that since I’ve started. However, there is the question of manpower and logistics (how fast can a bike or foot patrol unit respond to a crime).” A resident felt police “walking through the community” signified an officer was “someone you can depend on...that will just come talk to you.”

3.6 Kids, Youth

A special kind of connection with young people was the wish expressed by several participants who viewed their current generation’s circumstances with alarm. One participant asserted, “Family structure is at an all-time low in this neighborhood it wasn’t like this when I was growing up!” and another declared, “our youth are disrespectful to everyone.” A response to this problematic situation was strongly desired, as expressed in the following comment: “Let’s work together to find some ways to get the youth involved, that’s going to be the key to turning this around. We have to teach respect to the youth.”

3.7 Morality

Modern day morality was also seen as a significant contributing factor to the community’s problems, as reflected in comments such as “These women have all these boyfriends; we have gotten away from God,” and “we are not in tune with our value system. People are creating their own reality and morality out here.”

3.8 Challenges

At times, there was a definite negative flavor to discussions during the Connected Conversation time, with participants sharing their concerns, their dislikes, and their “shoulds.” For example, one person felt “Our community is not stable, we have too many renters and people from other ethnic groups running our communities!” Another thought “churches aren’t doing what they should be doing they are not reaching out to the community properly we miss a lot of opportunities to make a difference.” A third felt the schools were to blame: “Our school choice systems have ruined the neighborhood; no one goes to the same school anymore.” And a young participant responded to a facilitator’s question with “I don’t like the police, I don’t want to be no cop, so why should I go over?”

It is possible to sense the depth and breadth of the pain experienced by residents who appear, during these points in the evening’s conversation, to perhaps be overwhelmed with their experiences of the problems impacting their communities. To help provide the healing and practical resources required to effectively address this pain and its sources is a significant challenge for those both within and outside the community.

3.9 We Are All Human

Also during this round, the theme of shared humanity continued, adding to discussion during the previous round. An officer commented, “My partner and I talk to people like they are human beings because they are,” while a resident offered, “I think it’s terrible for all officers when something bad happens and the officer is at fault. It can make all officers as a whole look bad – which is something we were just saying isn’t fair.” Of note, an officer shared, “I wish residents knew that most of us are trying our best.”

3.10 The Listening Circles

The helpfulness of the listening circle process was affirmed during this round as well, as one participant stated, “I been to all those meetings. It has been an eye opener. I have been taught to respect. These meetings are very useful. I really benefited.

3.11 Parting Words

During this round, brief final comments included the following themes.

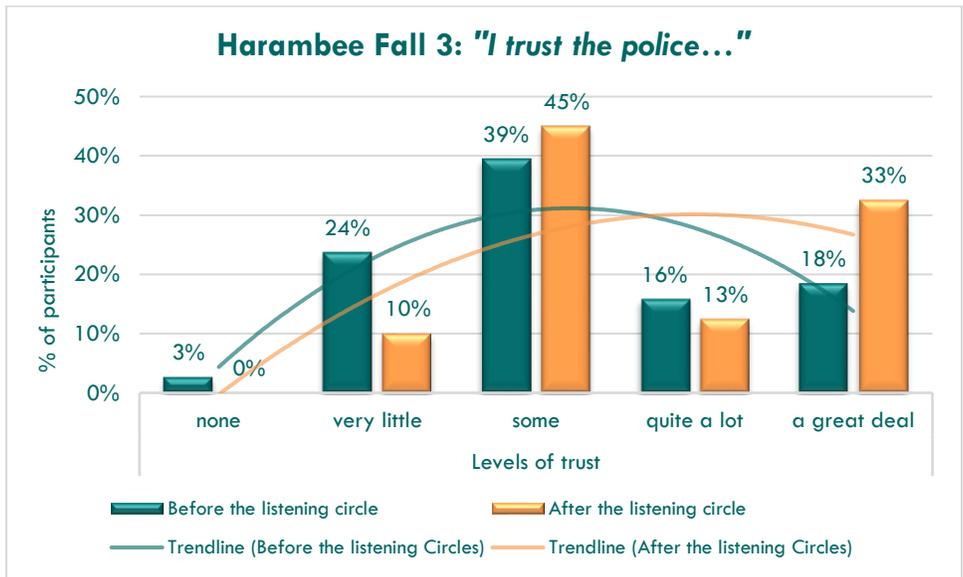
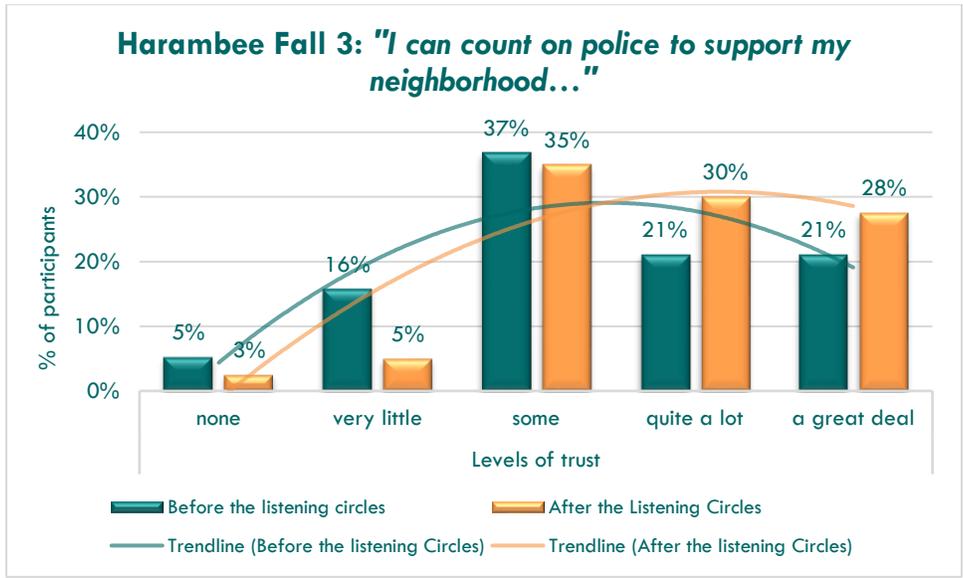
3.11.1 Taking Responsibility

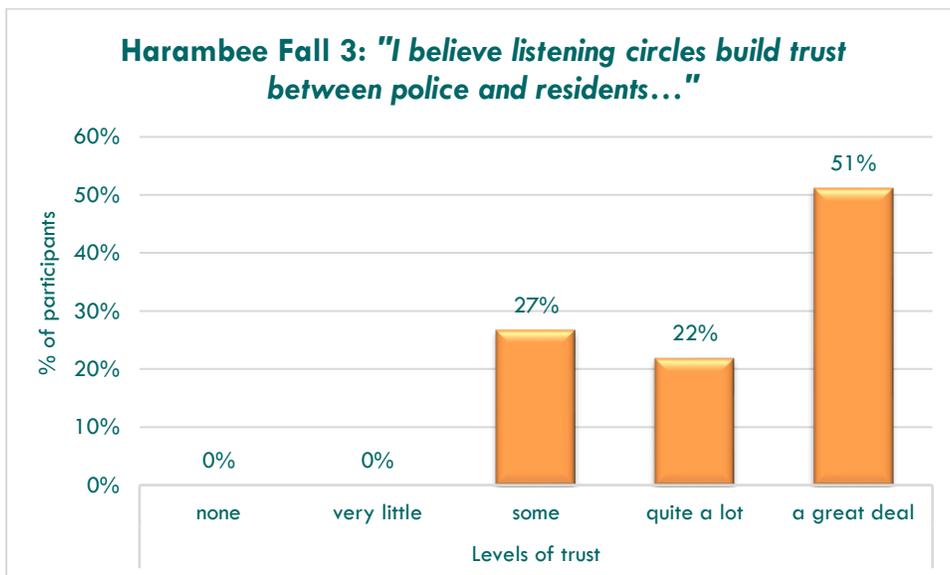
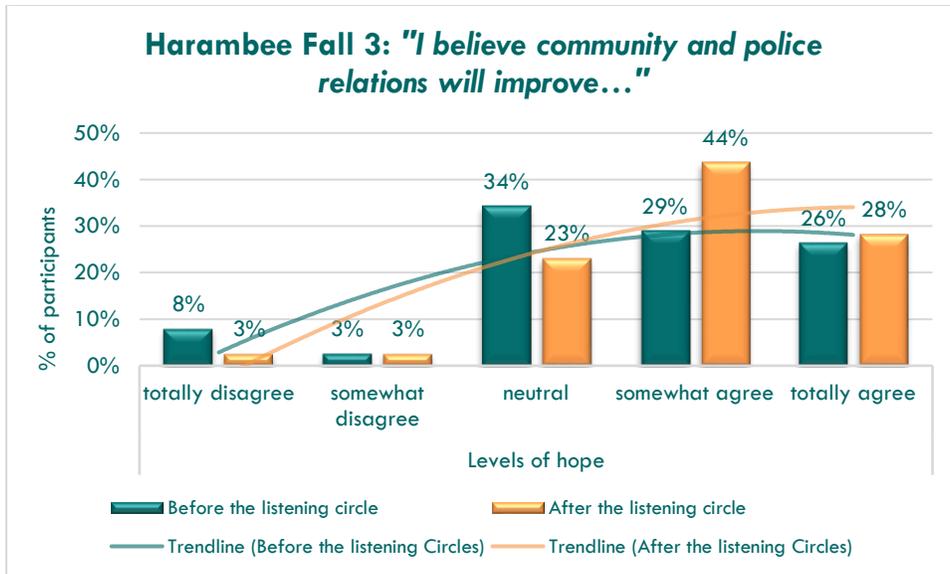
For example, participants stated, “I believe it starts with the church and adults taking responsibility,” and “Get to parents and teach them to teach their kids to respect police.”

3.11.2 The Challenges of Police Work

Officers provided insight for their fellow participants concerning their experiences and challenges. One described how “we are here to serve everyone, even those who call us names. The ones who call us names and yell at us are the ones who call upon us for help.” Another added, “when we answer a call we must consider the perception of the person who called for help and [is] there at the scene or...crisis situation.” Finally, an officer revealed, “I have been an officer for ten years and after a while all of this begins to chip away at you. No one calls to say they are having a nice day.” Once again, the challenges involved appeared to overwhelm participants at times, indicating just how effective and powerful the solutions put in place to resolve these issues must be in order to generate success.

Quantitative Data – Pre/Post Surveys





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

- A little
- Communication from police and understanding of their work
- Communication yes
- Connivant with them
- Getting to see Milwaukee police officers being as human as I am
- Having an open mind
- Hearing people who care
- I learned from one police offer that we humans and that we share human behavior and stereotypes
- I learned police are not all the same

- Information, enlightening intergenerational-ness
- It was refreshing to see community & police to come together.
- Most satisfying was hearing from a police man point of view.
- N/a
- Need to have more of it
- Police talked felt like, equals have more program with police, basketball,
- Police use of technology to improve neighborhood relations
- Sitting down talking together with police
- So get to know the police, yes I did, they are human
- Talking about getting more groups together with the police. Yes, that they feel the same way i do.
- That I was able to get my point across to the force about what I feel
- The best part is hearing people thoughts and experiences.
- The fact that we can talk to the officers
- They have procedures
- This is my first time and police are human just like any other people. The most important thing is working together to resolve the tension between commit and police officers
- To hear Mr. Gary speak about his past expert of being shot by police and getting over the hatred
- What was valuable about this experience learning more about what the police officer be going through like of being able to checks everything.
- Yes (x 3)
- Yes hearing their prospective and insight has been very helpful.
- Yes I did
- Yes, all police are not bad and they are here to help
- Yes, not all police officers are the same a lot of them are trying to help.
- Yes, they are taking time to meet with residents during the time when crime is so bad in Milwaukee
- Yes, they are trying to bridge the gap
- Yes, you have one perception of the police and it can be all wrong
- You should not be scared of police, eventually people will see them cruising down the street and think something like a robbery just happened a few

What questions or concerns are you leaving with?

- Cops are human just like everyone else, they're the same as everybody.
- How will this go
- I want to know do police have better benefits for the years they put in the police work.
- I will continue to pray that the fear and tension be reached.
- I wish there were more respect on both sides
- It would be helpful to have this district wide in Mke!
- N/a (x 10)
- Participate in more listening circles
- Set time to come together regularly monthly
- That how can we come together as a team to do better things for our community.
- Trusting the police
- Want to learn more about all the many youth programs & community engage activities w/ police
- Why do police don't ask before they retrain you.
- Will the community come together and stop the violence

- Will they make more programs that we can work together with.
- Will we continue the action? How long will it take to become literally nationwide?
- Will we ever come together
- Working together

What's the most important suggestion you have for future dialogues or steps going forward?

- Black lives matter
- Coming together
- Communication
- Continue
- Dinners, block clubs, parties, walk around neighborhood, include, (mongs spea involvement
- For people to help more and not be afraid
- Greet the police once in a while, it builds a trust between you and officer
- Help the community
- I believe i should share more or contribute more to
- I think that all ages were opinionated and were give the human respect and age was not
- I would like to know about other community events / activities police are involved with.
- Keep faith pray
- Keep talking
- Meeting on a continued basis to make sure issues to can be researched and then none of before tensions occur share needs to be more apt to stop the crime in the
- More meeting
- More questions.
- More youth.
- N/a (x 3)
- None current event conversation
- Please continue
- Stop and follow direction
- That it doesn't have to be about all sting people all the time, and we can come together as a team.
- That make people altered
- That you keep having listen session
- The community and officer working together as one.
- To have more police men in the group. & have more people in the groups
- Trusting the people who supposed to keep us safe.
- Unsure, perhaps provide a website to give additional info. I wasn't able to think of in the moment.
- Working together
- Working with the police.

Listening Circle 1 - Annexes

Question Round One: *“Tell me about a time you felt supported or appreciated by police officers or the Harambee community?”*

1.1. Positive Experience with Police Officers

- That’s a tough question. I have been exposed to different versions of policing. I was in a lot of sit ins in college. I went to school with Senator John Lewis. It has taken me awhile to discern what is policing. As a young man out of college, police that were seeing me as a troublemaker picked me up. Even in Milwaukee, I have believed that harassment is not really policing. I have come full circle to understand my view of policing. I felt unsupported because I had ill perceptions of what policing is. On a personal level, I have gotten good support from the police.
- Resident lives near 49th/Cherry streets, where there is a police substation (Washington Heights): Officers are nicer and friendlier than the ones I encounter here “in the Hood!” Noticeable difference in police relations with residents.

1.1.1 Felt Protected by the Police

- I felt appreciated because I have witnessed police officers protect us against dangerous people in our neighborhood.
- Police officers has protected my block against gang bangers, robbers, and thieves. I feel valued when police office walk the “beat” and be visible.
- I felt supported by police whenever they take into custody people that don’t have the greatest intentions for our neighborhood and just make bad decisions in general.
- Some guys I was sure these guys were trying to rob me and I didn’t know if they had a gun or whatever. I’m looking at their actions and at the same time I’m looking for the police. Sure enough, they came around the corner. I called them over, and the guys went the other way. The police asked me what was going on, and I told them that I didn’t feel safe until those guys were gone. The police stayed with me until I got on the bus. There was a time when I was young and I didn’t trust the police and didn’t really interact with them. My mom always told me that they were human beings. Now I know they have a job to do – to serve and protect the community and then they go home. As I grew older, I opened a line of communication. I don’t fear the police. Our relationship is OK today.
- I have called the police in the past, and felt safe because they came quickly, and they reassured me that everything was going to be fine.
- I don’t live in Harambee, I go to church here. I live on 27th and Roosevelt. There was a shooting, and the police got there right away. The police make you feel safe. My mother in law lives there and the police keep it safe.

1.1.2 Appreciated Police’s Support in a Difficult Situation

- My daughter had cancer, and my colleagues in the police department prepared meals, went shopping and more because I didn’t have any income and was taking care of my daughter.
- Years ago, I was new in Sacramento, CA. I was struggling with money, and I had a baby and a little daughter to take care of. I was at a laundromat, but I did not have enough money for the dryer so I sent my daughter home to get some coins. I never felt right because it was dark, and it was night. A few minutes later, two police officers brought my daughter back. They were very polite, and they informed me that the neighborhood was a dangerous place at night, and that it would be safer not to allow my daughter to walk by herself. They even offered me money to finish the laundry. That day I felt appreciated by the police because they believed my story, and they did not call CPS (Child Protective Services.) They truly acted as human beings.
- My point of contact with the police involves my son, who is autistic. There was an incident when my son was out of control. And one day he did not clean up a space I asked him to do. So I cleaned it up myself, and he exploded because autistic people don’t want their space invaded. I called the [police, fearing for my son too, but the female police officer (PO) knew how to handle him. She gave

him clear and helpful comments and guidance. My son destroyed projects, but the police were there for me, and the female PO represented well. It could have gotten out of hand, but it was resolved.

- o In response: I usually work west of Harambee, and I remember that incident (referring to CC). I was that female PO. We do try to take a more listening approach. We think people appreciate that because they believe we are actually listening to them. People invite us into their homes, offering coffee, especially the elderly. I don't feel as much support from younger people. I think it's because younger people are taught to fear us. One day I was walking by a mother and her two small children. The mother said, "watch out, the police will take you away", then the child starting saying. I thought, "Why would you say that?" I feel supported internally and externally by police and community.
- o What I call real policing is not the bizarre policing in I saw in college. What I think is the future of policing is what PO.P did with my son. She talked to my son with dignity; PO's can talk to people in very tense situations.
- o In response, again: I had just completed crisis intervention training. I learned to deal with people in special mental health situations. My squad partner is an advocate for understanding mental health.
- o The only disappointment I had was calling the police mental health unit. I never got a response, even though they promised to show up.
- Years ago, there was an incident where a tenant (family member on drugs) had to be put out of their property. She didn't know what to do, went to local police station and was surprised at the help and support she was given! Sgt. on duty insisted that two officers escort her back to the property to make sure that she was safe. Officers made her wait outside house while they went in first to check for safety. She was pleasantly surprised and didn't expect how much time and effort officers took to make her feel safe.
- The work I do is in fatherhood training. I work on breaking cycles. When I first came to Milwaukee, I was sent back to Michigan because I was causing so many problems. My father was murdered. One day I came home, and my uncle was there in the living room with a PO. Uncle said to the PO "show him what you will do to him on the street", and he pulled out his gun and pointed it at me, and it worked-scared me. I had two nephews also going through pain. It was full circle because there was an officer I knew. I talked the PO into helping me with my nephews, and he said to them "I will mess you up on the streets" and showed them his Taser and gun. It was full circle. These are things I try to teach my sons.

1.1.3. Community and Police Working Together

- I am a neighborhood block captain and part of the neighborhood board. I communicate with all of the people in the neighborhood. I called the police and told them that we had drug activity in the neighborhood. They told me that they would investigate. They did investigate and raided a house. They got those people out of the neighborhood and locked them up. It was a major plus response by the police.
- I felt supported when the police come, sits down, and listens to what I have to say about the department and the community.
- I don't have much experience with the police, but I feel appreciated when the police officers come to listen to me.
- Gentleman lives down the street from Dist. 7 police station at Senior Living residence: They have a monthly community meeting where officers participate and show interest in what is going on in their building, also know many residents by name!
- I am a deaconess here. There are a lot of activities. I like the community here. We invite a lot of people. The store (trouble spot) is coming along. We communicate here in Harambee. I also think women PO communicate better. I asked for a minute to see my daughter when she was in custody by police at the house, and the police let me handle (whip) her.
- The police made me feel appreciated since the 60's when we start a group called commandos to protect our community. The police helped.
- I guess it would be back in the 60s. I was a member of a group called the Commandos. Our job was to protect the marchers. During one march, our group was going across a bridge on 27th St. People

were out there with bricks and they were selling bricks to people that didn't have them. They started to throw the bricks at the march. I really appreciated seeing the police come up – the ones that did – to help put the situation under control. It was a powerful feeling because I really thought things could have gotten worse than they really did. I think that if the police hadn't been there, then they really would.

- My ideas and thoughts might be different because I go way back. I go back to the “Race Riots” of 1967. I am one of the oldest commando's left in the city of Milwaukee. I was a go between the police and the regular citizens who were participating in marches for fair housing and equality

1.2. Positive Experiences with the Harambee Community

- I think it is a good idea to reach out to the people close to you, especially young people. My children's friends used to come to my house all the time. They knew that they could confide in me because I believed in them. I believe that more people should give freely, especially when it comes to trust. I feel that it is the way to empower others.

1.2.1. Police Officers Feel Appreciated by Residents in the Community

- MPD Officer: I feel welcomed and appreciated by people stopping to say hi and say “stay safe”
- When I first got my job, I was assigned to walking – to foot patrol. I walked every day from 5 to 1 o'clock in the morning. I remember walking the beat and we'd go past the same house everyday with the same residents every day. They would always ask us how we were doing and offer us water. One day they even had a cookout and they made us plate. They told us what was going on in their area. There were some burglaries going on. A week after that, one of the guys that they gave us a description of we were actually able to take him into custody. It's nice to know that there are people out there who still want us in the neighborhoods and helping us do what we're supposed to do. Also, when the riots happened in Sherman Park, our officers received dozens of baskets and it was nice to know that people in this neighborhood got our back. It's nice coming into work and knowing that you're appreciated.
- The community has been showing love and support-bringing cookies, flowers, cards, and saying thank you. It's made me feel like I have a purpose in this job. My dad is a cop, and it's comfortable for me to be receiving this support. The recent support on the street has been mutually beneficial in my attitude and more compliance has been coming from people aiding the police in our investigations. Whereas before people did not want to be seen talking to the police on the street.
- Officer states that after the recent Dallas shooting (5 officers): I noticed the jump in the outpouring of community support, even here in Milwaukee. People acknowledge the ‘day to day’ sacrifices that police officers make! Lots of “thank you's”... I have even experienced car in front in fast food drive-thru paying for my meal.
- I feel as an officer in the Harambee Neighborhood that everyone cares about their community and how it looks. I've noticed that we get several calls from different people about the same issue or disturbance in the Harambee Neighborhood rather than the 53206 neighborhood. I think the level of support for the police is greater in the Harambee Neighborhood.
- I have been a police officer in Harambee Neighborhood for 13 years now and before that I was a mailman in the 1990's. The neighborhood is clean for the most part. The neighbors shoveled the snow and kept their lawns manicured. I was posted as a guard last month as a result of a shooting that happened, and the family was receiving death threats. There was good support from the community. I was given bottles of water and was told if it rains you can stand underneath my porch.
- After the events lately, I appreciate the community even more because I feel that they care about me: they ask me how I am doing, thank me for my work....

1.2.2. Community Members Feel Supported by the Harambee Community

- I feel very, very supported. I am the oldest in the room. I was a founder of Harambee, along with Reuben Harpole. After I moved a little north of the neighborhood, I was told I was not a resident of Harambee, but I could still help. I worked in the mental health institutions and one of my trainings was to do police ride along to get their perspective. Then I worked in the schools. I taught a class in

the House Of Correction called *I'm Alright, You're Alright*. We would exchange gifts with the inmates and their families to help them feel better. Now I volunteer to help out people. I feel supported by people. I ignored young people telling me just die and get out of the way. I challenge them to take the torch away from me then and carry it.

- I volunteer in Harambee. I stay in Westlawn. I used to volunteer at CYD (Career Youth & Development). We do clean ups, help political events, Garfield Days. People that needed it, I helped them. I helped Elizabeth Coggs, and started working at Palmer School, and now at Westcare. I helped with back to school clean ups in Harambee. I get good vibes from what I am doing. When the police stop me, I was not afraid. If the police stop me to talk to me, then I get to talk to them! Harambee is good. I know my way around, I don't have fear. I was scared, though, when I saw riots on Burleigh and Sherman two weeks ago. That was scary. I am not doing anything wrong, so I am hurt when I see young people run away from the police. It's a good and bad feeling for everyone.
- I have not had any experience with the police. I feel the community is pretty supportive when it comes to the youth. No one is really selfish in the neighborhood. I have been taught to own up to my rights and my wrongs.
- My encounter as a community is that of a close-knit family. Everyone knows each other and their families so we for the most part look out for each other. The level of support for the police is good but could be better. I feel it needs to get stronger.
- I feel safe in my neighborhood. The (young folks) respect me. They treat me nice. I always talk to them about the Lord, and try'n invite them to church!

Question Round Two: *"Tell me about a time you felt unsupported or unappreciated by police officers of the Harambee community."*

- My family was very poor, and I had all the chances to get in trouble. My mom would come home after working second shift, and she would leave us to party all night long. Since then, I thought that I didn't want to be like her. I love my freedom to do what I want when I want it. For me, the best way to deal with peer pressure is not to care about what other people say because I know me, I know who I truly am.
- I can go back. I am 73 years old and I raised 4 children. I remember a time when there was accountability for all of your actions. I believe the youth were left to raise themselves with no male figures in the home. I believe that is why the youth who are doing these outrageous things don't care.
- I thought it was useful for me because rage blinded me at that time, and I was not scared of anything. *"Hurt people hurt people"*. I was trying to show them that the playing the system doesn't work.

2.1. Unequal Treatment and Cynicism from Police Officers

- They're good and bad cops. I don't have too much to say about them. Because I try to avoid them.
- Back in 69' the police dept went on the "blu flu" protest. We decided to patrol our own neighborhoods. They (the police) became upset at us that we did this.

2.1.1. Racial Profiling, Verbal Threats and Violence

- When I was younger, I was at this party at a local tavern. All of a sudden, the police showed up. They came in and asked everybody to stand up alongside the bar. They proceeded to come by and search us. A bunch of weapons hit the floor and they'd come up and ask what belonged to who. I hadn't done anything, I was just there to have a good time. There was this one officer – who happened to be black – who picked up something off the floor and asked me if it was mine. I told him it wasn't me, but he persisted that he thought it was mine. Finally, he believed me, but he said "It wasn't you this time, but it'll be you next time." It made me feel about three feet tall. I hadn't done anything, but he was treating me like a criminal.
- I felt unappreciated by cops when my youngest son does really good in school, and his father (my

husband) got him a car for that. His father gave him permission to just drive it around the block and bring it right back. He drove up to Capitol Drive, and was stopped by the police. The PO went to him with his gun drawn and said “nigga, I’m going to kill you”. My son was scared. The father then drove around to look for him. The father ran out of the car when he saw the cop. He ran up to the cop and put his hand on his shoulder, and thought, “I could have been shot”. Later that PO said he was upset about another confrontation with young black males and took it out on my son. Now they all talk, and my son and husband pray that they never get into a spot like that again.

- A couple of times leaving school with a group of my friends, we were stopped by officers a few times because we were walking in a group. They made half of us sit on the curb and asked us question for nothing. They made us late getting home and my mother was looking for me.
- I think that a lot of officers profile people based on what they are wearing. I like to wear clothes that are like hip-hop stuff, stuff that is comfortable. I don’t have a specific story to share, but I think profiling is a problem.
- When I was younger, I felt unsupported. I was 15, and the police picked me up in front of the bar “Curley’s”. They took me downtown, and I hid my switchblade under their squad seat. But they found it and said they would tell my parents. Police always picked up my twin brothers.
- Times I felt unsupported by police. I had a friend that was killed on East Capitol Drive by police. Going back to my son, he was a big guy too, like my friend. He was probably intoxicated. He was trying to go home. He was never reported to be violent that night. His worst offense was he did not deserve to die. There were other incidents that happened to friends of mine by the police. Sometimes it was tough love-police our take our drugs and threatened to beat us.
- I work for the city and we were working on this intersection a block away from Hampton – a main street. There was this baby about 2-years-old running down the street without any clothes on. We stopped the baby and didn’t see any parents. We called the police, but it took over an hour until they had someone respond to that particular. That was a sad situation like that where there was a baby. The parents showed up before the officers got there and took back the baby. I told the officers what house the parents had gone to. I just had a hard time believing it took over an hour to get a response.
- I felt unsupported when a West Allis cop was screaming at me because he couldn’t hear my voice (I was sick). Because of that incident when I was 18, I resolved not to be a cop like that.
- Alderman McGhee would walk around and check out the neighborhood and knock on door to ask people ‘how they are doing?’ The police don’t do that now. They just come into our neighborhoods! I was not aware of the (downturn) of my community, until recently drove around & really took a look at the waste! Drugs & prostitutes & abandoned houses. A few years ago it was not like this! The community is going down!

2.1.2. Police Officer’s Cynicism

- I sometimes get frustrated with my fellow officers. My partner and I like helping people with food. We raise money, or take them to Burger King. However, I feel that when I do something like that, some of my colleagues rip me off. They have cynical remarks like: “why are you doing that?” or “don’t you know that you cannot fix it?” I try to help one person at a time and I am fine with that. I do not like when officers get cynical because they have seen so much bad.
- I feel unsupported by my peers sometimes when they belittle that I want to be a Behavioral Analysis Unit in the FBI.
- I am in graduate school in leadership. My first chapter is on the history of policing in America. They say history repeats itself. It is very disappointing to see police take away the dignities from people. They teach us that in the academy, but I already knew that. I feel unsupported when I say something about that to a PO. We expect a certain amount of non-compliance from the public. I can’t say people treat me bad. They treat the uniform bad. As I got older, and I see it is the uniform, not me. I don’t take it personally.
- I feel that there are bad cops, just as there are bad people everywhere. I want to be a cop because I want to make a difference.

2.2. Negative Experiences Within the Community

2.2.1. Concern About Backlash for Reporting Crime

- While on 12th and Fiebrantz , We helped the police in an investigation-human to human. Neighbors were mad at me for talking to the police. But I am going to talk to them.
- People think it is like on TV on CSI, but people have to co-operate to solve crime and problems in burglaries. Sometimes people are scared to talk to us on the scene. The first 1-hour -48 hours is critical.
- I've encountered burglary and shots fired. I know someone had to have seen something. I believe safety is in jeopardy, and I fear retaliation if I come forward.
- [Officer] Communication is necessary to keep communities safe. I sometimes speak to people who are afraid, who wouldn't want any repercussions from sharing. We don't need to speak in person. We can speak over the phone. There are ways to keep individuals safe.

2.2.2. Poor Cooperation

- I was on patrol and saw some suspicious activity – some hand-to-hand drug transactions. We proceeded to stop the four people that were there. Two of them ran from us. I chased one of them, my partner chased another. We lost one. Once all the commotion stopped, we were bring the people back to the squad cars. Immediately, everybody was out of their houses with their phones. They got really close to the squad car and close to us. They were calling us a bunch of names. At that point in time, we had already recovered a large amount of drugs. These people were bad people. They had long arrests records for drugs. It's hard to do our jobs as police officers when we don't have support from the same residents who don't want these kinds of things in their neighborhood.
- In terms of the community, I do not like when we are called names, I am trying to help, and I hear things like 'I don't care about the fucking police!' It makes me feel bad.
- Sometimes I am on the way to a fatal or life threatening call, and people will not move out the way for me with my lights & siren on. Yet they would want me there if they called, and then people want help with investigations. I get frustrated with that. Sometimes in domestic violence (DV) cases we show up, and they lie or not follow up. And we spent hours and days on the case and it was all fabricated. Those are disappointing and disheartening.
- From time to time I encounters 'resistance' from residents after they call the police! If there is a fight or unrest people come and support the offenders instead of the cops! Thinking police there to harass them or push them around? Safety first! Gotta get in there and secure the scene first, then able to access what is going on, and people don't understand that! I wish people would just allow them to do job they are called to do, without interference! "Why you gotta use handcuffs!" "Why you taking them to jail!" I often hear.
- I had a problem with a neighbor because I believed that he was starving his dog. The owner did not appreciate my help, and thought I was intrusive. At that point, I did not feel appreciated by the community because I was trying to help. On the other hand, I have never felt that the police did not appreciate me.

2.3. Other Emotions

2.3.1 Faith

- The adult participants wanted to know how the young participants handled peer-pressure.You cannot make me do what I don't want. There is peer pressure, but, as long as you control your mind, nobody will be able to imprison your mind. My faith helps me be better with peer pressure and succeed.
- For me it has been a challenge to see the truth and focus on the positive: not everybody in the community is lazy or a criminal. My faith has been a big support and has helped me stand for what is right and thinking that not everybody is bad.
- Around here, I don't think people appreciate Pastor Calhoun. Pastor Calhoun does so much, and invites people to bbq's, and Sunday services. He is so involved with youth. But people don't respond. He has gotten more youth in here than adults.

- I think this church and the pastor are very involved in the community. The church brings neighbors together.

2.3.2. Not Expressing Negative Experiences

- It was never a time. If it wasn't my direct doing, I didn't feel unsupported
- Personally at no time have I never felt unsupported by the community. I believe in giving respect and receiving it back.
- I have never felt unsupported. My family always got my back. I have never had a bad interaction with the police.
- I have never had bad experiences with the police. They have always had a friendly 'hello' or 'where are you going' for me. I feel half supported by the community and half played me at a loss.
- I don't have any problems in the neighborhood. I say hi and bye to everyone I come in contact with.
- I feel nothing negative as a police officer in Harambee. I feel empathy for the community as the youth run free, breaking into cars and stealing cars. I can't imagine being disrespected by young adolescents living in my own neighborhood.

Connected Conversation: *"What has been helpful or hurtful to establishing or maintaining faith and trust with residents and officers that live and work in Harambee?"*

3.1. Change in Community, Discomfort Speaking Up

- Peer pressure. I believe in standing up and agreeing or disagreeing.
- I feel bad because I see people afraid to speak out. I believe things would improve with accountability for everyone.
- The black neighborhoods were once thriving with restaurants, movie theatres, skating rinks and clubs. Now we have just liquor stores and abandoned houses! Villard st. had a theatre, the black museum was a theatre, and churches provided more activities in the communities for youth!
- I believe there is a lack of accountability. As a police officer, if I mess up I am held accountable. I feel it has gone way out the window with the offenders now.
- I feel it's not going to happen because for twenty five years there has been a shortage of male figures in the home.
- People's quality of life is a lot different now than years ago! Young folks don't have parents that correct them, they just allow them to do what they want, which makes it difficult when you try to talk to younger folks. They just don't listen. Us (older folks) have what they need! Knowledge, there is a lack of respect from the youth.
- The culture clash. People who live in other cities "outside" our city trying to police us. We need people from our culture policing us.

3.2. "We're all in this together."

- I believe we all need a positive attitude when dealing with each other.
- I believe it all comes down to the level of support. Support in times of right and wrong. I believe support is essential both for the police and our community. Helping look out for one another and teaching respect for each other.
- I believe if I speak up others will.
- I believe we all share in the responsibility
- I think the training must start at birth.
- I feel appreciated when our community come together like this event and talk about today's concerns
- MPD Officer: This event is very helpful. I don't believe that the media help the dept at this time.
- This conversation is a positive thing!
- Officers being present in dialogues like this mean a lot for residents. They feel listened to and respected.
- Residents think that officers serving beyond law enforcement make a difference a big impact in their

lives.

- Officer, you came to my house twice, and, at the beginning, I felt embarrassed. Now I am glad to be here with you. You cared about how I felt and the man that I had problems with left me alone. I felt that you did a great job not making things escalate and bite me after you had left. Response: Thank you! I am really happy to see you again.
- This group is a good thing! Go to church, that's where you learn life's lessons!
- I'm glad the police are taking interest in the community.

Listening Circle 2 - Annexes

Question Round One: *“What has been the purpose and goal of your interactions with the police or any member of the Harambee community? What did you want to happen when you had contact with them?”*

1.1 Respect / Disrespect

- I have been a resident in Harambee for a couple of years, during my time here I have witnessed profiling – no respect – and mis-communication with Law Enforcement and residents of Harambee. I keep my “goals” when encountering Law Enforcement by giving respect and making an effort to remain cool and respectful.
- This past summer I contacted Law Enforcement for several incidents on my block [domestic violence/drug activity] upon arrival it appeared that I was the “perp” and they were disrespectful and suspicious of me, so; I remained calm and let them deal with the situation, which was frustrating.
- When I am called to a situation or responding it is not because we [my partner and I] have not be called to The Annual Christmas Party. How the situation will go would depend on the fact if the resident is a victim or perpetrator. I make an attempt to always “talk residents down” and be respectful.
- The purpose is to establish a relationship. There must be mutual respect or the results will not be great. I have 4 brothers, and I am aware of the “2 is a gang” policy of the police which is not good for her brothers. I think we need to build relationships with the police so that they’ll come when we call them for a problem.
- For me is to say “hi”, “how are you doing””, a friendly approach to people,so that we can become friends.
- As a PO, we want every interaction with every citizen to be positive. They could be a victim of an armed robbery or burglary, but you still want it to be a positive response because they just went through something. Sometimes when I have to arrest people, they have thanked me for being respectful. I want people to be able to come to us, not be afraid of us. Any help from the community makes our job easier. They see what happens when we are not around. It’s been a good feeling when people understand when you do what you have to do.
- I try to make my interactions positive. I want to treat them and the people in the community like the man or woman they are supposed to be. Honestly, positivity goes both ways.
- My purpose & goal is to be respected! Most of the time, they are respected... I want to know what’s the deal?
- I can’t say I had a difficult situation. “Seeing other rogue cops makes it hard to establish relationships!” “I treat them with respect, to get respect!
- I have not had interaction with the police...ever!” “How can they expect respect? Unless they give respect?
- My purpose is to establish a relationship, I was taught that if you don’t treat people with basic respect how can you get the respect of others?

1.2 Come to Understanding / Communicate

- I will try to find out who the officer is and what he’s about; what he would do in certain situations. When I meet him is he a guy we can talk to?
- My purpose is to hear from other people’s sides; their opinions on what they think apply to both community and the police. I want to learn a thing or two on how to deal with situations.
- My main thing is that I work with younger guys and sometimes if you’re having a bad day things can happen. I can read people; I try to smile when I see someone having a bad day. It doesn’t mean

they are violent. I let people vent and yell and some police officers take it the wrong way. Everyone's human on both sides; the officer may be having a bad day. I try to get them not to take offense; there's a better way—don't get emotional. The outcome is to build better rapport—sometimes cops don't know how to talk to people and they come across as too hard. I try to be light and communicate.

- I live and work in the community. Normally residents try not to deal with the police but my concern is to get to know both the community; to meet and communicate. This allows me to get to know people. I'm nosy and I want to be up on everything so that I can be in a position to listen to people in community and the police. I'm a liaison between community and police and vice versa. I'm for both groups and want to help bridge the gap—right now there's not a direct line of communication.
- It's "hard to get people to come to these meetings because they don't feel like anybody's listening." I am a resource person, looking for resources.
- This is not my neighborhood, and I do have contact with police from time to time. When I sat down to eat, I asked the PO, if they had ever been in the military. I told them my son was an MP in Alaska. I have had interactions with police. But I have not been intimidated by the police. I want to reach out to police to be able to communicate and work with them, not just because of crime. There might be traffic in the neighborhood, open drug houses, etc.
- I don't leave my neighborhood too much. I like to stay around. Anything I can do to help people, I help. If I need the police, I want them to come, I wave at the bicycle police. I want them to know that police are welcome in my neighborhood. If I see something, I will call police. I want them to come. There will come a time when you will need them. I just like to help people in the neighborhood. In my neighborhood, some people say they don't like the police. But if you not hiding something, why wouldn't you like them?
- I work at this church everyday. I called the other member in this group "man". In my experience, I have had several interactions with the police. I was a Commando in the 1960's. I'm on the billboard with Father Groppi (3000 N MLK Dr.). I marched for open housing. I tried to sympathize with police. They live in the boondocks. Not from our neighborhood. I tried to soften them up. I try to understand them.
- I have had no contact with the police but as far as the community I want a positive interaction all the time. If I do ever be put in a situation where I need the police I will be respectful and cooperative.
- Transformation as a purpose, starting with working with each other and coming together with police to establish something different for everybody, that's why I value coming to this! I hope the next step is for us to work together take what we learn here about each other and come up with something completely new that benefits residents and police. Because we need some solutions out here!

1.3 Bias / Stereotypes

- I feel like there are good police and bad police. It's like they have a goal of how many people can I take to jail. I want to be cool but they make me nervous because I have unpaid tickets that I cannot afford to pay. I don't really hang around community.
- I live over by Palmer and Center and there is a corner store where we would stand out sometimes and have conversation but every time the police either drive slowly by looking at us or they ask us to leave. The police come around quite often in my neighborhood and it seems like sometimes they are just singling us out going or coming home. It becomes stressful because I am not in violation of anything. I would like to have positive interactions within community and with the police.
- People get to know me when I show up on the scene...it's not what they show on tv.
- I'm a little scared when they arrive on the scene, because I don't know how they are going to act.
- It's hard to maintain composure... people put walls up! People have preconceived ideas that all police are racist!
- I don't really have a problem with the police, for the most part I want our neighborhood to be a place where they can effectively do their job and keep us safe but I also have 4 sons (21, 19, 13, 17) that have never been to jail and are good boys but are harassed and stopped on a regular basis. They are told by police that they can't be together on the street because "two or more of

them is a gang” The Harassment has to stop, that’s my goal a couple weeks ago they were really aggressive with my 17 year old on a case of mistaken identity they pinned him on the car as searched all through his school bookbag.

- I have never had any problems with police but I think it is because I am a young small women, I have 4 brothers that get stopped and bothered a lot though, they were also told that “2 or more is a gang” I think that is BS! But it is important on the flipside to build these relationships because if trouble hits the neighborhood, you still need somebody to call.
- My purpose is because I have been on both sides, I live on 15th and Keefe I am a Grandmother and live with just myself and my foster son, the police raided my house on a mistaken identity they brought out the whole squad and the only reason they didn’t break my door down is because the dogs didn’t bark for drugs, 10 police ran into the front and back of my home saying that they got a report that we ran a drug house when my foster son came home they were really rough with him. But in a way I can understand because my block is crazy! Neighbors be fighting, having loud crazy parties, destroying property (mine and theirs) there is a drug house on the block down the street that gets all night traffic and everybody knows it!

1.4 Negative Police/Resident Interaction

- “I don’t have problems with the police but my children are boys (21,19,17,13 yrs. of age) always get stopped, get messed with because they live in this area. They’ve never been to jail. They’re not A students, but they’re good kids. I was told, ‘2 or more is a gang.’ What am I supposed to do about that?” Her 17 year old had a book bag. Someone had been robbed and the police grabbed him, threw him against the car, etc. even though the robbery victim was saying “That’s not him!”
- I live at Keefe and Concordia. The police raided my house. It was a case of mistaken identity. I wasn’t there when they came and I later learned that they didn’t break the doors down because the police dogs didn’t detect anything. Then they came again, to both doors at once, in their SWAT gear, and terrified the kids. I felt very violated. They went through my whole house. I have an adopted Caucasian child who is mentally challenged. Was that perhaps the reason? I was told her neighbors called on her.
- Closest to getting locked up to jail happened when a cop wanted to arrest me for drunk driving , when I was on the sidewalk next to my car. I was not driving, or seen driving by the officer. I told the judge I didn’t think that was right. People should be treated fairly.
- I used to live on Port Washington and Capitol and the police always used to take so long to come. There would be trouble with people outside fighting and arguing. Some of them would be seriously hurt and banging their heads on the windows and lying on the grass for hours while waiting on the police to come.
- I think before this stuff on the news, it was better? Now, they are rude & put you on hold! If I crack the door to talk to the police, they step right on in, once when they were looking for my daughter, even after I told them that she did not live here!
- Once I had a police lady acting all nice...then she was peeking into my living room window.
- I was disrespected by the police! I had to walk from Brookfield Sq. police station, and I was very scared that they were going to kill me! I even told that to my mom on phone while walking... I was scared. The police officer accused me NOT having been arrested or having a criminal record! Officer ‘GG’ did help me and went to court to speak up for me.
- It was hard to maintain my composure if the police ‘set’ the tone! My attitude! Got my feathers a little ruffled, I keep them out!
- I suffer from epilepsy & seizures & domestic violence! I was beaten up & cut up... my hands were cut trying to defend myself! My kids father told the police I had drank & passed out. I JUST NEEDED TO GO TO THE HOSPITAL! They [the police] were yelling at me!The officers didn’t take it seriously, and I was confused & having seizures... they took me to jail for 4 days with NO MEDS! I spent 3 weeks in the hospital because I did not have my seizure meds. THE POLICE WERE NO BETTER THAN MY ABUSER!

- I think there would be less negative activity in the community if they were more visible, instead of showing up after-the-fact.

1.5 Improvement of the Neighborhood

- I love the word transformation: people coming together and having a result that is totally different than the result that any other person would come up with. How can we transform what we see in the neighborhood into something totally different? We must come together and come up with totally different solutions.
- One of the things I notice with kids here is that they're growing up faster than anybody anywhere else.
My experience is of it being common for terrible scenes to happen. 5 to 30 times a night "someone's standing on the corner with a gun" or "there's a guy with an AK47 walking across the gas station parking lot." I've found guns in backpacks, wheelchairs, car seats...
- I received my name from an African King but in the community they call me Mama Rose. My intentions are to better the community through mentoring the young people and being an example to them. I was one of ten who created Harambee. I worked in the schools, volunteered in the schools and community also. I worked 14 years at the House of Correction. I work with the young people to teach them how to make it and I have gone through the police training and have road with the police around the neighborhood and city.
- A partnership to improve the community and develop trust within my community.
- The elders in the neighborhood do not just talk, their homes are falling apart and it is not safe for them to come outside.
- One thing that I have noticed over the years is kids are having to grow up faster and faster here on the Northside more than everywhere else. Grown ups are coming home from prison and 11 year-olds are with the crew running the block. You know I would be pissed too is someone ran into my house. But understand we get 30-40 calls a night about guns, one time I got a call about someone walking around a gas station with an AK-47 we watched the parking lots camera footage and he was on there just walking back and forth, I have found AKs in bookbags! I understand why people feel violated from the outside looking in. A lot of times, when a crime happens, we need to do our best in a very small window to try to find the suspect. So sometimes this leads to a 15 min inconvenience for the kid with the "black hoodie and bookbag" I also would like to build better relationships. When we are called and try to do our job some people cooperate... some don't it comes with the job I understand. I have been a part of some raids sometimes a feel like "dang we just bothered some good people" other times I may run into a house full of children, drugs and loaded guns. And I think "man I'm glad we did this because there is no telling how long this was this child's reality."

1.6 Discretion

- I have not personally had any negative contact with police officers I believe it is because of my age I am 70 years old. If I was to have an incident with the police I would use my years of experience and wisdom to disarm them. I do however; advise my children [son 50] [grandson 30] to use discretion when dealing with The Law.
- I have had good experiences with police and I have had some negative experiences [I knew I was in the wrong] for me it depends on how I handle myself with them, because any situation can quickly get out of hand. I am always aware of the possibility of things escalating depending on the mood and spirit of both parties.
- When I was younger I didn't have problems with the police. Now I don't get what's going on, the shootings, etc. I wonder "Are we bringing it on ourselves?"
- When I was younger, I didn't have too many police problems, what's going on with the youngsters? It seem like the culture is bad there is shooting, robbing, violence guns and death WHY? I don't

understand it my purpose is to understand because from where I sit these kids bring a lot of this down on themselves.

- For reasons of my own the best way of dealing with the police is to stay away from them. I've always been a community-minded person. I used to belong to the Commandos back in the 60s. My job was to deal with situations in the community; some very beneficial things happened. This doesn't reflect my situation with the police today. The thing I can't forget was when I was forced to sign a statement to say that I stole a car. I stayed behind when everyone ran. I didn't run because I didn't do anything but they blamed me. That's the only thing on my record and it never went away.

1.7 Positive Police/Resident Interaction

- There were 2 pit bulls from my neighbor that pinned me in my car one day. My daughter called the police. They brought a dog catcher. They handled it well, so I was happy with it. When I do need police, I expect them to respond.
- I want to have a positive interaction with the police and the community. I had one bad interaction when I was arrested but since then I have been friendly and they have been friendly.
- I had an accident on Teutonia and Clarke where the person ran into me but I went to jail because I caught another DUI. I did 1 ½ years up north and I was treated well because I followed the rules and cooperated. Since I have been out I have had positive interactions with the police, community and this church. They treat me good.
- I expect them (police) to resolve the conflict... they are there to protect if I'm involved in a conflict!
- I called 911 the paramedics & fire dept. came when a guy was at the bus stop on Fond Du Lac." He was high, smoking that K2. They took him to the mental health...
- My heart goes out to the police officer, you can't judge all in one bunch. My kids see the police on bikes and get excited! I want my kids to know the police are here to help, not harm.

Question Round Two: *When has it been hard to maintain your goals when interacting with the police or members of the Harambee community?*

2.1 Lack of Cooperation

- It is very difficult for me to keep my goals when responding to situations in the Harambee community I am always faced with: lack of cooperation – bad day – and I am very aware that a situation can escalate from Defcon 1 to Defcon 10 in a matter of moments, depending on the situation.
- When the parents of kids who aren't being good won't cooperate, it makes it very difficult for me. Also, when people deny witnessing, or hearing things it makes it really difficult. On a personal note, last week I got spit on by a family member who wasn't even involved. Most of the time I feel I am talking to people about shootings. I get cussed out a lot. The youngest to cuss me out was 6 years old.
- "My goal is to do as much as I personally can to make improvements." I am part of a neighborhood association. "When things don't happen, I get unmotivated." The neighborhood association recently got a big double lot where they put in gardens and fruit trees (where litter and dog poop used to be) Only a few people helped with picking up litter, etc. One of the trees even got broken. Lack of participation from the neighbors is hard.
- I never been in jail. I tried to teach kids in the neighborhood. I tried to show them what they see somebody else do, they don't have to do it. If they stole something, I told them to take it back. Inlet them know it's wrong. You have to let them know. A lot of times people cause problems like leaving forearms out in the open. Sometimes people say "you not my mom", so I have to let them go. When my neighbors don't want to listen to me, I just leave it alone.

- I try to achieve that goal of positive interaction every day when I am working out in the community as an officer and member of the community. I am a problem solver and I realize often times one won't always agree with my decision. Making the best and right decision is part of my job. I try consciously to treat people with respect as long as they are cooperating and not resisting. The police have a job to do. It's difficult to maintain my goals. I am in between goals personally and goals of my job and the people I serve.
- I admit when I was arrested and treated bad that I was the one who was out of order. I was not cooperative because I was nervous and the handcuffs were too tight.
- One of the hardest things is when criminal behavior is encouraged or supported by the parents. We get calls about kids misbehaving on different levels and parents won't cooperate, they won't let us in the house sometimes they will just outright blame someone else for things their children have done. Sometimes there is just a culture of standoff behavior crime happening, killings in broad daylight in the summer and no one wanting to help a young man's dying words where "call the police" and when we got there... the people directly next door that saw everything would not cooperate. I understand some of it because they have to live there when we leave. But sometimes it is crazy I got spit on during a domestic call by a family member that had nothing to do with the incident. It is hard because sometimes shootings are the only time I get to go out and build relationships in the community I like to hear the stories from the elders about how stuff has changed. I get a lot of disrespect from kids because they know police limitations I have been cursed out by 6 year olds!
- Parents have made it hard on me too! I had a situation where my neighbors kids broke a window, I SAW THEM DO IT! I tried to talk to the momma before I even thought about calling the police, she cursed me out and slammed the door in my face she left me no choice but to call!
- Parents too! Bad families the whole family just ignorant Mommas, Grandmas everybody alcoholics on drugs with ankle bracelets and stuff. Loud fighting and carrying on I called the police on them the next day my truck was all scratched up! I blame it on these slumlords that will rent to anyone! I call them too they don't do nothing! One time I was sitting on the porch and saw the people across the street fighting this young lady stabbed her boyfriend he had on a white t and I watched it just turn red with blood, I called the police they didn't even cooperate or press charges! I am afraid for us elders that want to sit outside. I have a counseling background and I get sad for the young people that get caught up, growing up in those houses all that madness becomes glamorous to them, and when they get in trouble it becomes a revolving door with no consequences.
- I agree with everything that has been said I have had some of them same experiences. When you call the police and people are silent there is nothing you can do, when I was 8 I saw somebody killed on Port Washington in the summer time and the block is never empty. Everybody saw it, but nobody wanted to talk. In families around here it seems like no one is teaching respect, throughout my school year into high school where I am now I have seen kids just act out with no punishment at home or school. We can't just expect the police to solve our problems if nobody wants to talk! The problem is neighbors don't care until it is their own people dead or hurt.

2.2 Bias / Misunderstanding

- I have 8 brothers all younger than me and I am always instructing them not to dress a certain way when they leave our home {please no HOODIES} but they do what they want. I is an emotional situation for me when they leave home and I have no way of knowing if they will return. .. it is just so sad.
- WHEN my youngest son was murdered, based on where I live, and working for USPS, being a single woman-it seemed unlikely for me to own a house on 32 & St.Paul Ave. My goal in that situation wasn't pleasant. I thought the police should have been more concerned with finding my son's murderer than if I was doing something illegal. Our perceptions of police and theirs of us don't always jive. Would you ask me that question if I lived in the projects? Or in the shelter on 6th and Walnut? It should not be based on my skin and gender. Even in "Stallis (West Allis)" they don't

question their income (poor) status. I have done a lot of things for myself. You don't have to be afraid to accomplish your dreams. My son's murdered has still not been found.

- The DWI stick with me. I like today I been driving since I was 16, and I am 73 without an accident that I caused. I drove a bus for 9 years without an incident. For that police officer to approach me like that was wrong.

2.3 Miscommunication

- It's hard to keep cool on both sides—between the community and visual acts seen by the police. If a new officer sees something going on it with a resident and another office may not be what's really going on. Next thing they rush in and tackle someone—so when things like this happen I have to try to balance between safety and getting your goals across. New officers showing up on the scene not knowing what's going on—then there's chaos—same with the community. So misunderstanding by residents and visual acts by officers keep me from meeting goals in community.
- First barrier as a resident and in my job is miscommunication, lack of communication, or not following through on communication. Lack of follow through; residents say they're going to do something then they don't and vice versa with police. Another barrier is that community doesn't want to deal with the police because they think they don't care. This comes from police failing to respond, calls place in low priority, and police not responding for hours. Then I get a call. Sometimes I know it's dispatching—not the officers. Residents get to the point and they tell me to call. I say don't call me but they expect me to always do it. I provide info on how to do it. Community non-involvement and lack of response is biggest problem.
- Police are people too, and I try to understand. They ask for your advice, but don't take it. Police respond, and people don't work with them.

2.4 Social Expectations

- I had goal to become deacon in the church. When I was younger my friends would have laughed at me because I tried to be like others. As I got closer to my goals I was discouraged because my friends no longer wanted to be around me—they're drinking and smoking and I've left that life to be new. It was hard—now I see them and it's like the streets are on them. I always wanted to be this guy I am now and leaving them behind and starting a new life was hard for me.
- It's the parents. I try to talk to the parents before I call the police. Parents, everybody needs to work together.
- There's no punishment at home for the kids who do bad things so those same kids act out in school. All the people see things but they don't talk. "You can't expect the police to come and fix something that they don't know (anything about)."
- It's a big problem that you can't depend on your neighbors. "Some kids wreck your stuff," and when you go talk to the parent they cuss you out. "Respect at home goes outward and not the other way around."

2.5 Situation in The Neighborhood

- I have been retired for a long time and I spend my days taking care of my great grandchildren. In doing so; I think it is a shame that they cannot enjoy their childhood time. . . they have to grow up so fast because what is going on in society.
- I have goals to get good grades in school. When I really need help with my homework I go to my grandmother. My goal is to see the community evolve from what it is now to what it can be. My goals are for people to pick up the trash, stop arguments, and for problems to go away.
- I saw a stabbing right in front of me and the police wouldn't do anything. "What do I do?" I am afraid for the elderly because they're afraid. Elderly don't even sit out on their front porches anymore. It seems that our neighborhood is a revolving door of problem people.

- I live in a high rise building where everyone comes up to me for help. Presently, I think everything is getting worse. In the old days everything we needed was on Third Street in Milwaukee, you didn't need to go downtown. You didn't see or need police around. But now, the young are lost. The police have their job, I seen it coming. It is gonna get worse.

2.6 Controlling Feelings

- My goal is to keep calm and collected when I encounter the police. I have a record and now my only challenge is not to: "Explode in violence" my only duty is to: "Dodge Prison" so I am always stressed because I am always on high alert for the possibility of mistaken identity or being in the wrong place at the right time. . . it is what it is but it is a Got Dam Shame!!!
- In the present climate, it is sometimes difficult to come to work everyday and go into communities where they really don't want you there. It is difficult to constantly fight an uphill battle. There are a lot of cops out there that don't want to care anymore. There was a time when we arrested people for crime and people were satisfied. I am going to be here for a long time, but I am not giving up. It is a mentality you need to come in everyday and have a good work day. I don't ever want to have a negative interaction with someone-use force, talk bad. I serve them-the community.

2.7 Lack of Experience

- There haven't been many opportunities to interact with the police. It's been a learning experience and honestly speaking if you don't need to have a relationship with the police—don't! I've told my children this. I really haven't spent any time with the community. I learned a lot about community from Harambee House with the Commandos. We helped kids who had problems getting along with people. I learned a lot about young people.
- I have had no bad experiences trying to accomplish my goals in the community or with the police. Respect gets respect from me.
- I haven't experienced any problem but sometimes when I go to school I see some police. They be at my school when fights break out.
- I haven't had a problem reaching my goals. I do know that sometimes it may take a little longer to reach some people.

2.8 Negative Experiences with Police Operations / Efficiency

- It's a big problem for the reporter of a problem that the police tell the people who called on them. "We don't call the police because they tell."
- I have a neighbor family that is huge, extended, everyone under one roof. They wrecked my car and broke my fence. I couldn't do anything because the police can't protect me and the slum lord would only replace me and my family with anybody who could pay for the falling apart house. "What can we do about the slum lords?"
- Regarding calling the police, there's nothing they can do. For example, someone died in my yard when I was 8 and nobody did anything about it. "Everybody's seeing everything, but nobody is doing anything about it, so nobody is talking."
- I have an autistic son who picks up cans to recycle for money. He looks "homeless." The police were harassing him and that was disappointing. Another time he had to call the police on his son and they sent officers specially trained who did well, but when he tried to get some follow up they didn't comply.
- I haven't had a hard time. I rarely see police. Whenever I have called in the past they never showed up so I stopped calling them.

2.9 Fear

- “If you say something (to the police) your house, car, whatever, gets vandalized. Even if they 'think' you called the police they do something.” Even threats of bodily harm. “In order to protect yourself you have to turn your head.”
- I haven't seen a lot of [police.] One day I was walking around and said “hi” to a bunch of kids, and they started looking at me funny. They 4-5 older kids than me. One picked up a bottle and hit me. They asked if I lived around here. Then they hit me and I felt confused. Now I don't really talk to as many people as I would because I really don't know what they would do.
- Folks do want to say something when things happen, but if you do around here... your house could get vandalized! Even if they think you called the police you might get threats. You don't want to but you end up throwing up your hands!

2.10 Social Injustice

- It is hard for me to maintain my “goals” when I see young Black Men being held and humiliated on the street after a traffic stop or simply “Stop and Frisk” . It pisses me off to see how the police appear to take pleasure in treating our men in this manner.

Connected Conversation: *“What would you do that could benefit or strengthen interactions with police or members in the Harambee neighborhood?”*

3.1 Police Operations / Legal System

- The police broke in and they told me that they could come in because the door was “open”, not locked. They were looking for someone else who had my son's name. I do childcare and they terrified the babies.
- “What can we do? Nothing.” My drug-free, basketball player brother was gunned down at 10am on 2nd and Keefe. Now the killer is out after 13 years and I fear for my life. I have been threatened by the killer's family.
- Police are being blamed for everything, held accountable for D.A.'s decisions not to prosecute. “It's a broken system.”
- Question from police officer: Was Brier the chief of police when you got the DWI? Response: That DWI was a year ago. I never encountered that before. I never been in trouble in Milwaukee. I have family here. By not having encounters with anybody, and being in jail, it was confusing. Being in that jail has been haunting me.
- I got a ticket after driving through a stoplight. I actually got the ticket for not having proof of insurance. And then I was fingerprinted on the scene. When I went to the 3rd District they said incredulously “you are here for this”? It seemed like a conspiracy to see who people are before the election.
- Police collect DNA to have in their databanks. In North Carolina, an officer wanted to swab my mouth.
- I don't think you can do anything about corruption. In court, police are believed over you. I try to recognize them and concede to them.
- The department is going to do what they are going to do. The only thing I can do is interact, and hope that it was good. I like to work with police officers that have the same mindset. What matters is for our interactions with one to be appreciated, in spite of policy and politics, around the country.

3.2 Increase Trust and Communication/Cooperation

- What you do is to try to figure out a way to see the community come to know the police and that police show them they do care about them. That they can go into the police station and not think they won't help. I believe this needs to be done so that trust goes from residents to MPD. Once the residents and police get to know each other healing can take place. Sharing of officers between the community is a problem. When info is not shared, this isn't good. We need to have proactive policing not reactive. Beat cops walking the streets on foot will help to establish this; it takes time to stop the mistrust and for people to have faith.
- Police and community got gap; each do not understand what they do. Police need to commingle with the community; it's a good idea. Police used to have programs when they fed the community; need to bring that back.
- Stay positive and help others be positive.
- Continue to resist peer pressure. Cooperate if I need to.

3.3 Frustration

- "People don't like me working here. But I like it here." There are kids who know him and he likes talking to them. "We do more here in one week than the suburbs do in a year."
- What step can I take? My situation & racist encounter in Brookfield... it would have been much worse if police officer friend did not step in to help!
- Those small towns tickets are much higher!" "They gotta make their money!
- Racism is still going on! The impression that I have is that ALL police don't like black people?! think there is a code within the police... just like in GANGS! If they don't start turning in bad cops, I can't respect the uniform!
- Is there anything that is going to be done about all these liquor stores in neighborhood?

3.4 Law Enforcement Staffing Issues and Challenges

- I told you about the bad incident; I've never held any grudges but back in the day things were different and I understand more of what the police go through. I don't think I could be a police officer—what they go through is a lot. I had to teach myself to keep going I've never been in jail or any problems. It's not just the bad mouthing but when I see them help others in car accidents with all that blood—I couldn't do it.
- I get overwhelmed by all the paperwork, report-writing I have to do. "We do our best but it's not always enough. I know there are good cops and shitty cops. I work with them."
- I have been on the force for 2 ½ years. I went to college and worked out in the business world but that didn't fulfill me or satisfy my desire to help people in the community. I know everyone will not have a good interaction every day or when I am dealing with severe situation that needs to be brought under control quickly but if the offender is cooperative and attentive it will most always go well. I will admit that there are some jaded officers on the force. I would like for you to see the police for who we are. Sometimes we're not having a good day and that might lessen the positives of the interactions.

3.5 The Current Political / Social Climate

- It is a war zone. I feel that things have changed so much over time, especially related to the proliferation of violence. Kids are now allowed to watch TV and movies of all sorts because their parents don't care, so the kids learn violence. I feel this is the time of the kids who were born to and raised by kids. The babies having babies. They don't know how to parent.
- She has many resources that she offers but the resources are fewer and fewer. And there are people who want help but don't know how to ask.

- I feel that everything starts at our daycares. I had to quit 3 daycares. Our children go to the streets to be 'cared for' because so many kids have nobody who cares at home, or at the daycare.”
- We need to go into the high schools and help these girls with babies who don't feel cared about and train them in basic things like hygiene, cleaning, etc. We also need to make calls to alderpersons, not Neighborhood Services because they don't do anything.
- Sickle is a documentary; the difference is that Europeans are not afraid to protest. But Americans do not like to do that anymore. Maybe we need to do that so that minorities want have to suffer any more.
- I think this session went well, it was good. The people that we need to reach are the people with the problems but they are not here.

3.6 Perception is not reality

- I will not defend a bad cop but remember there is sometimes more to the story than has been reported on social media or the news.
- Is there anything you are gonna take back to your Captain? It seems like you care! We should not be so quick to judge!
- I think there should be a Mental Health Bracelet for seizure sufferers?

3.7 Parting Words

3.7.1 Experience at the Circle

- I had an awesome experience.
- I had a good experience.
- “This session was a more relaxed group than the others I have attended. We were allowed to speak on our feelings and vent. We were more willing to speak and interact here tonight.”
- More forums like this would be helpful.
- I want to see more sessions like this!

3.7.2 Personal Feelings

- I am hopeful.
- I feel relief.
- I am feeling positive.
- I'm kinda shook up... they found a neighbor dead over the weekend! I stay in the house, afraid to come out at night!
- I know you are new on the force, but I think you have the courage to do something positive with the kids in the community!

3.7.3 Better Understanding

- “I appreciate the officer clearing up why there are different levels of presence in some areas because of higher problem rate.”
- “I appreciate the officer calming my stress now when I see them riding through so much because they are going to other areas of the same neighborhood not targeting one.”
- We should listen to other people's view point.

3.7.4 Bias/Social Issues

- We should not be so quick to judge!
- I see BLACK LIVES MATTER signs, but look at all the killings!

Listening Circle 3 - Annexes

Question Round One: *“When have you seen residents and police come together to do constructive, supportive, restorative work and respond to challenges and needs in Harambee?”*

1.1 *“Haven’t experienced it”*

- Most of what I know about officers I learn from social media
- I don’t really have a personal example of seeing police and residents coming together.
- I don’t see how people react to police, express their needs, and interact. I would like to do more interacting by hearing mutually between police and residents.
- I can’t really say they are coming together.
- I feel they are really separated from the community.
- Honestly , you don’t see a lot of people come together here.
- I be around the Harambee area but I have never seen the police and neighbors working together.
- I haven’t seen it. Most people around here don’t want anything to do with the police until something goes wrong. People treat the police like they treat God, they only want to obey and call on them when things go wrong.
- I don’t have many examples in the here and now.
- I haven’t seen it and its not the police’s fault it starts with us!
- People don’t have respect for police and police don’t have respect for people, it is chaos right now.

1.2 Community Events/Efforts/Programs

- I have been involved in what is called “Action Days” within the Harambee Community” where an enormous block party occurred, resource tables, children and youth activities, music, face painting and the whole nine.
- I was part of a specific unit of the department that was involved in community action day
- I am not a resident of Harambee I have though participated in “Back To School Events’ here in the community I have relatives and friends who reside here and I wanted to support them in their efforts.
- Another example of police and residents coming together happens around Christmas. This doesn’t necessarily happen in the Harambee neighborhood, but in some areas officers give gifts and meals to families. I think that’s a good example.
- I have seen some good police resident Umoja during the holidays, we get together to give out gifts and presents to the community.
- I joined Commandos in the community. We were about helping people in the community. The building on 5th and North Ave., some of our programs are being used in the school system today. It worked good for awhile.
- I was part of a specific unit of the department that was involved in community action day [see previous notation above for elements of the activities] I have also worked directly with The Holton Youth Center, conducting outreach and educational programs directed at both children-youth-adults.
- I work for an organization which is part of a loose consortium of community organizers who are committed to uplift this area.
- I have participated in a number of programs, projects and community efforts. . . . too many to list that were directed particularly at the children and youth and the Seniors Citizens.

1.3 Specific Instances

- I’ve seen police cars pulling over and asking if everything is okay;
- A liaison from MPD always shows up to our monthly community meeting and answers questions and keeps us up to date as to what is going on.

- I have resided in both Amani and Harambee communities with almost “mirrored” experiences with all of the challenges and difficulties that plague both communities. I have committed myself to being not necessarily an example but a “Warrior for Peace and Justice”
- I can pride myself on being one of the officers that has been able to do some effective community outreach.
- 3 years ago when I was younger I used to come out with the residents and alderman houses, troubled houses (drug dealing houses)
- the nice officer that put my place in the garbage for me today.
- I work here, I see a lot of the Harambee community. I see people come together across the street at the store conversing.

1.4 Community Clean-Up Efforts

- We had a community garbage pick-up recently that I took part in. It was beneficial to the community because there have been studies that say that cleaner neighborhoods keep criminal away. If the area looks like it’s being taken care of, then less crime tends to happen
- Way back when, the city and residents started getting together to keep Milwaukee clean. They had gotten together because there was so much litter in the neighborhoods. People were stopping their cars and dumping out trash on the streets. When the effort began, officers began giving more tickets to people who were littering. The city placed green trash bins on every two blocks. Residents were picking up trash from the sidewalk.
- I have seen a lot of community block parties and community cleanups.
- I have participated in a lot of community clean ups.
- They had Juneteenth Day from Burleigh to North Ave. We used to clean up the route. Police and community came together in a strong way.
- I feel as an officer in the Harambee Neighborhood that everyone cares about their community and how it looks.
- I have seen some community clean ups, we worked with police to set up community gardens,
- after the riots many residents of the community and other police officers who did not live in Sherman Park came together to help clean up the trash/debris.

1.5 Church/Grace Fellowship

- In addition the monthly meetings at Grace Church.
- The best thing in this neighborhood comes out of this church. The church does a lot for everybody. The Pastor is the reason for the majority of good things that happen.
- It’s a place to show people they have somewhere they can go.
- I have police and residents come together here at Grace Fellowship when we have our gatherings outside in the lot. Since we’ve been having these meetings things seem to have gotten better.

1.6 Reporting Crime

- Another example: We had a lady who had complained about drug activity in an area near her home. By letting the department know, she allowed us to go in and finally stop the activity.
- But I mind my own business. Maybe sometimes there are illegal activities. Maybe drug dealing going on. I don’t know if people are aware of it or not.
- Over here there is only communication with the police when there is a crime or Juneteenth Day.
- I have witnessed and worked with the police at Lake Valley Camp. Any issues we had we would and could call the police and they would come right away. There were no issues of them not showing up.
- I’ve noticed that we get different people that flag us down if there is a problem.
- When I call the police to report something I see in the neighborhood, why do they have to come and knock on my door...people call you a snitch

- They always come and respond, but why do they always come right to my door?" "It makes you not want to get involved!"
- I have returned to The Harambee Family after a brief hiatus residing in a different part of the city. Recently myself and a number of residents, police and other community organizations were involved in closing down a "Nuisance Bar" in the neighborhood. Over an extended period of time [months] we all together documented-verified and reported to The Common Council of The City of Milwaukee safety committee and got their liquor license revoked and we celebrated the victory together.
- Recently, our group got a Nuisance Property" shut down through the help of the Land Lord, Police and other residents.
- I've seen officers take loud and obnoxious people off the street.

1.7 Safety

- In addition each month I would attend the monthly Safety Meetings at The Fifth District Station.
- it makes the community feel a little safer.
- At times, I've felt worried about the safety of the officers. There was this one time when I saw two officers trying to deal with this loud and aggressive man. I was so nervous that I yelled across the street to distract the man's aggression. I wanted to help the officers.
- I did not have much contact with the police because I was always working. When I went to the police station then, I got accused and in trouble for something I did not do. It left a bad taste in my mouth.
- I'm from the 80's. In my days, police harassed you and made you sit on the ground. I got shot twice by police
- Three months ago my house was broken into. I waited 3 hours, and there was no response after I called the police. I don't see police as bad, but I got shot in 2000. I was nervous around them. Now I got over that.
- You never know what might happen if you don't stay to yourself, so you can't reach out to everyone around here.

1.8 Face-To-Face

- I appreciate being able to meet them face-to-face.
- I've never been up-close or personally interacted with an officer other than tonight's circle
- I started on the force walking the beat. I got to know people in my beat areas on first-name basis because that's what happens when you have regular face-to-face interactions.
- I think people are engaging with us more in the Harambee Neighborhood.
- Once I even went out onto the porch at 2am and asked the police what was going on and they didn't say 'this lady is crazy or nosey', they took time out to explain to me (concerned homeowner and resident) what was taking place.

1.9 Bikes

- I like it when officers started riding their bikes
- I really liked it when officers started riding their bikes and walking around the neighborhood. My kids and I used to come outside when we saw them. The officers would talk to us
- Bike officers are also nice.
- I have never bike officers or officers walking around, but and I think that's a good way to get residents and police collaborating with each other.

1.10 School Officers

- They used to come to my middle school and talk to us. I still have police from those times for trust and support. There are some good ones that care. I think they should put police back in schools and have camps.

- I went to Westside Academy, but the police came in our class, showed movies, and talk about crime. It was really supportive. And police actually heard about roots and conditions of crime.
- At my school, sometimes the police come in and set up an information table in the cafeteria during lunch ...but I never went over to check it out

1.11 Kids

- I would talk to the kids of beat, too. I enjoyed talking to the kids. It's important to start building positive relations when they're young.
- The problem with youth not being taught in homes, it is so much different than how I grew up
- when our church has a block party during the summer there is one particular officer who always comes and the kids like talking to him because he takes time out to talk to the boys about staying out of trouble

1.12 Perceptions and Expectations Of Police

- Police need more events like that, it would change the perception of the community about them.
- We can't expect the police to be saviors.
- We should not have to rely on police to enforce morality.
- Not many officers here at our district actually LIVE in our district, I can only think of one and he says he keeps to himself in the neighborhood.
- As far as anything else we respond to problems based on how people cooperate and how much they trust us.

1.13 Surface Interactions Vs Relationship

- I notice people ,
- I just pass by and exchange courtesies.
- Over here there is only communication with the police when there is a crime or Juneteenth Day.
- People in the neighborhood aren't neighbors anymore, they are just people that live next door to each other!

1.14 These Circles

- Being in this setting – the listening circles – is honestly the most valuable example I've seen of resident and police coming together.
- The circles are the most valuable example, though. They allow police and residents to see each other's views.
- I come to these listening sessions to support what is going on.
- I agree as an officer that meetings like this have seemed to better the communication between officers and residents. Information has been coming across faster than before.

Question Round Two: *“How have you seen police and residents mutually benefit by overcoming challenges to collaboration and dialogue?”*

2.1 “Haven't seen it”

- I have not seen it in this area.
- I don't see it

2.2 Specific Benefits

- Listening circles, bike patrols, and foot patrols helps us regain that respect.
- When I saw that, it made me feel we have police that are not scared, and that they do care.

- We benefited with them walking the beat. That helped me let my guard down. So I started to humanize them, and see what they have to go through. I changed a lot now.
- I used to have hatred, but I had to get over it or do or die, and some therapy.
- The challenge was the fear of interacting with the police.

2.3 Overcoming Bad Attitude

- I think our neighborhood is overcoming the challenge of a generally negative attitude toward the police.
- I've witnessed a general lack of respect for police and sometimes a lack of respect for residents
- A challenge that I've seen while on patrol is that a lot of people respond to us pulling them over like we're trying to ruin their day.
- You can't benefit without improving the relationship first.
- The community did not want police, so those police had a lot of heart to show up.
- We have lost morals, decency and respect,
- It's all good that we are here, but what about the ones making trouble in our communities." "There needs to be a way to get them to the table!
- "I try to go out of my way to say hello/wave to officers when they pass through my neighborhood or stopped in their car, to show others that the police are needed and a vital part of our community, like them or not!"

2.4 Overcoming Lack of Support

- Working in anonymity with the different units of the department where excellent results were achieved.
- One challenge I've seen overcome is the lack of community support during crime intervention.
- They told us about what they saw happen. If we hadn't spoken with those people, we would never have found out what happened.
- It won't get better until we make it better.
- For me, I walked the beat, and people were hesitant about us being there.
- Open communication about problem houses, everyday life, family.

2.5 Bad Past Experiences

- A challenge that I've seen while on patrol is that a lot of people respond to us pulling them over like we're trying to ruin their day.
- Most people don't really want to hear this after I've pulled them over.
- Anytime I see police come to this neighborhood, they are picking somebody up. I don't see police just asking people "how are you doing?"
- In the 80's, police were mostly white. If you went to Washington Park, police would stop us and we would get carted away.
- I remember when the police gave orders, not ask you respectfully. Police would be corrupt back in the day.

2.6 Contributing factors

2.6.1 Media

- Overcoming the perceptions of the media
- I think media and overtaxed police have put a strain on police.

2.6.2 Guns

- But now they seem trigger happy. But the younger generation is liable to shoot. I still have nightmares.
- The police operate in fear because young people today don't care about anybody they (young people) will kill people for a few thousand dollars to buy rims for their car

- These young people are a threat to police with their weapons and assault rifles.

2.7 Ambivalence

- I do see the police at Juneteenth day talking and interacting with people but I have mixed feelings on the level of police presence there too.
- It is frustrating because people want you there quick... when they actually want you.

2.8 Improving

- They should encourage more minorities to join police dept.
- I changed a lot now. Sometimes police start trouble. But when they did start walking the beat, it was humanizing, letting my guard down, and talk and not be forced unto the ground.
- I feel less tension when officers are walking or riding through the neighborhood
- When the chief of police started making officers ride bikes and walk beats, things got better

2.9 Prevention Goals

- Before, I barely left the house. I had to make sure all the windows to my house were locked because people would just break in and steal things
- The idea behind routine traffic stops is to ultimately stop criminals from doing crime in the area. If they see that officers are pulling over cars and see the lights and everything, they're less likely to commit a crime there.
- I go home when it starts to getting dark.
- I won't allow people to victimize me. I used to carry a gun around, but now I just go home before dark to avoid it.
- I see officers working with the young people and having conversations with them to try and keep them from going the wrong way in life.
- Directing and informing them early of the consequences of being in the wrong place at the wrong time and why.

2.10 Safe Communications

- Participating in youth and community dialogues [Grace Church – Clinton Rose]
- Anytime officers and residents meet face-to-face and talk to each other in safe settings, we build a better community. Open communication is key because it allows us to help each other.
- I remember responding to a shot-spotter alert. Shot-spotter is an alert system that lets us know of any shots fired in an area. When my partner and I arrived, we communicated with the people who had gathered around the area. They told us about what they saw happen
- We connect over personal conversation.
- The communication we have here allows us to see where we are all coming from and listen to each other.
- I feel people are not as afraid to speak out.
- I think it's good to be able to talk without it being a crisis situation.
- Like I said before, the local MPD district always sends representative to our monthly neighborhood meeting, it gives the residents opportunity to address any concerns within the neighborhood, also address police unrest when necessary
- I respect the police, and I teach my grandkids to respect the police, I tell them they are here to help us and if you ever get lost or in trouble look for the police...don't be afraid of them

2.11 Success Through Collaboration

- Working closely with Amani/Metcalf Park and Harambee organizations dedicated to addressing the ills in all those communities.

- I had an interesting experience with the residents as a police officer in Harambee. There was an issue with a stolen car and they left a dog in the back of the car. Somehow the dog got away and at least 30 residents were out walking looking for the dog and eventually they found the dog.
- When people come together with police and we have dialogue, it makes policing easier and more effective. When houses get burglarized,
- An effective relationship really “greases the wheels”.
- Society would benefit if they work together
- I would like to see more events that involve police and community- Community basketball games/tournaments fundraiser events for a good cause. It doesn’t happen but there is a lot of potential though police and neighbors partnering
- Neighborhood Block watch efforts
- Working directly with “Building Neighborhood Capacity
- seen police sell dinners that help kids.
- I have been involved with the “Shop with a Cop” that’s a good program
- With each gathering, you gain somebody new to the church. I know personally that the church has helped my family.

2.12 Bikes

- When the chief of police started making officers ride bikes and walk beats, things got better.
- We have bike patrols
- Bike and foot patrols help also.
- I like seeing the police on their bikes in the neighborhood and it makes me feel safer. I wish we had more presence.
- Right now I am a bike cop, before when I was patrol it seemed harder to have authentic dialogue with residents. Now on my bike I have gotten to know many different people on my route around here.
- I live 2 blocks from the police station, I used to see the police riding bikes through the neighborhood and on foot patrol, now you only see them riding through in patrol cars when something has ‘happened’. “I wish they would walk the beats again to get to know the residents
- After officers started biking and walking, I felt a lot safer and there was less crime for them to deal with.

2.13 Friendship

- I’ve personally overcome communication challenges by befriending officers and spending time with them while they are off-duty. I’ve made friendships with officers that have lasted for years.
- Consistent police presence led to increased communication and friendships.
- Police and community already have relationships and are going to go out their way to way to get justice.
- the young people in my new neighborhood don’t have this problem and it is because of dialogue. We all know each other and have good relationships. I know my next door neighbor we take each other’s kids to school, have football parties, and watch each other’s houses when we are out of town

2.14 We Are All Human

- Discussions like this one where I have come to realize “The Humanity of Law Enforcement”
- So I started to humanize them, and see what they have to go through
- In the end we saw that everybody was human. You could see each other as people, and referred to each other by first names.
- I sympathize with the police, if maybe I am not one of their biggest fans.
- I benefited because people realize that I am a person behind the uniform. We have families, our own kids, and birthday parties too.

- I think it is good for the police to talk more to the young boys, especially at my school and other high schools, to connect with them and see them as humans too

2.15 The Listening Circles

- I think the greatest way we're overcoming this challenge would be these listening circles.
- The listening circles are by far the most beneficial to overcoming communication challenges.
- Through communication, officers gain respect and residents gain trust.
- Tonight's circle is the only chance I've had to communicate this. Most people don't really want to hear this after I've pulled them over.
- These meetings are the most beneficial to residents and police because they directly encourage communication
- These circles should happen all over Milwaukee.
- These listening sessions are the only interaction I have witnessed as positive.
- The experience I had was a youth listening circle every week for a few months. It gave the youth and police an opportunity to open dialogue for police and youth perspectives.
- I feel as long as we can keep getting together like this it will get even better.
- I believe things will improve with accountability for everyone if we keep these talks up.

Connected Conversation: *"What do you wish police and residents knew and understood about each other?"*

3.1 Avoid Stereotypes

- I feel like they should try and understand where some people come from. I think they should listen first and not immediately put people in same categories.
- I wish police would not think that all of us are a threat to them.
- I feel like respect should be taught at home by the parents and the youth should be taught not to resist. I tell my grandkids you have to respect the police and they won't hurt you, they will protect you.
- We need to see more black male role models in our community...why don't the black cops reach out more to our young black males, instead of just locking them up?"
- "I'm 18 and just started driving, and I hope they don't stop me just because I'm black...that's what I'm afraid of!"

3.2 Good Cops, Bad Cops

- Most of the officers I know are trying to do a good job. If we had 99% of officers doing a good job across the nation, and 1% doing a bad job, that 1% is going to look a lot bigger if they get most of the attention.
- In the 80's I thought the police acted like gods. Now you never know what's going to happen.
- but they do seem fast on the draw.
- My question for the police: How do you respond to another police officer being wrong?
- Police do check out the background.
- K: I think people with unsuitable background checks should not becoming police.
- I wish that we weren't stereo typed as officers because there are good and bad but I see this as my job and it is to serve the community.

3.3 Doing Their Job

- Most of the officers I know are trying to do a good job. If we had 99% of officers doing a good job across the nation, and 1% doing a bad job, that 1% is going to look a lot bigger if they get most of the attention.

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- K: I think people with unsuitable background checks should not becoming police.
- I wish that we weren't stereo typed as officers because there are good and bad but I see this as my job and it is to serve the community.

3.3.1 Reactionary

- You never know, but they do seem fast on the draw.
- I think they should listen first and not immediately put people in same categories.
- I think it seems chaotic sometimes, they immediately grab people and put those handcuffs on for nothing.
- As an officer I can tell you when something like that happens the bystanders usually do not know the full scope of what is going on or the extent of the offense. Sometimes the handcuffs just mean that they are detained at that moment.

3.3.2 Safety and Policework

- As an officer I can tell you when something like that happens the bystanders usually do not know the full scope of what is going on or the extent of the offense. Sometimes the handcuffs just mean that they are detained at that moment.
- I wish the residents would look at police as a safety net.
- As an officer, I wish that residents understood that we have a job to do and we have certain rules that we must follow and sometimes there are safety issues involved. Sometimes we're going into areas unknown.
- We feel like the police are afraid of us!

3.4 Change Over Time

- Over the years, though, I see what they are going through.
- We need to all get along, but it will get worse first with this young generation
- I remember growing up I had a good relationship with the police they would come around and talk with us and hand out baseball cards. I don't know what happened.
- As an officer I can say it's probably due to the crimes that are being committed and we're constantly going from one call to the next. We do not really have the time while we're out serving.
- "Growing up the police would be seen playing basketball with the young boys in the park, and they seemed to be more engaged with the community...I don't know what happened?"

3.5 Connection

- Outreach to residents
- Special units of the department connecting with residents
- As an officer, I think riding bikes and walking streets is awesome. It gets us up-close and personal with community members. I've been doing patrols like that since I've started. However, there is the question of manpower and logistics (how fast can a bike or foot patrol unit respond to a crime).
- I think walking through the community is a one on one relationship, someone you can depend on. Police that will just come talk to you.
- Sometimes we get called to Boys and Girls Club for an issue and sometimes after we have calmed the situation we will hang around and joke with the youth and staff.
- "I would like to see the police get out of their cars more and interact with residents, walk and bike, that's how they get the respect of the communities they work in!?"

3.6 Kids, Youth

- The Key is to get the youth involved, let them have a say and a stake in this community
- I feel that everything that is organized is for older children or adults we don't do things authentically for young people and we lose them early.
- Family structure is at an all-time low in this neighborhood it wasn't like this when I was growing up!
- Let's work together to find some ways to get the youth involved, that's going to be the key to turning this around. We have to teach respect to the youth.
- Our youth are disrespectful to everyone

3.7 Morality

- These women have all these boyfriends; we have gotten away from God.
- we are not in tune with our value system . People are creating their own reality and morality out here.

3.8 Challenges

- Our community is not stable, we have too many renters and people from other ethnic groups running our communities!
- Churches aren't doing what they should be doing they are not reaching out to the community properly we miss a lot of opportunities to make a difference.
- We aren't we doing things spiritually to protect ourselves,
- "I don't like the police, I don't want to be no cop, so why should I go over?"
- Our school choice systems have ruined the neighborhood no one goes to the same school anymore.

3.9 We Are All Human

- I think it's terrible for all officers when something bad happens and the officer is a fault. It can make all officers as a whole look bad – which is something we were just saying isn't fair.
- My partner and I talk to people like they are human beings because they are.
- We all go through background checks. We are human, but what people do after work is their own business. Police do check out the background. If you are young enough, but sometimes you never know what people do in the dark.
- We live in this city too!
- I wish residents knew that most of us are trying our best.

3.10 The Listening Circles

- been to all those meetings. It has been an eye opener. I have been taught to respect. These meetings are very useful. I really benefited.
- was told about this meeting. It was therapy for me.

3.11 Parting Words

3.11.1 Taking Responsibility

- I believe it starts with the church and adults taking responsibility.
- Participation we need residents and police.
- Participation Continuation.
- Get to parents and teach them to teach their kids to respect police.
- Bring back baseball cards/Physical relationships- Police couldn't find a sponsor for the cards.

3.11.2 Challenges of Police Work

- We are here to serve everyone even those who call us names. The ones who call us names and yell at us are the ones who call upon us for help

- When we answer a call we must consider the perception of the person we called for help and are there at the scene or in crisis situation.
- I have been an officer for ten years and after a while all of this begins to chip away at you. No one calls to say they are having a nice day.
- Television and social media have a lot to do with the miscommunication and getting residents suspicious and enraged.