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# Baseline Assessment of Racial Equity in the City of Monona

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Prepared for the City of Monona

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## Introduction

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The City of Monona is a small, landlocked city of just under 8,000 people. With a median age of 45.3 years<sup>1</sup>, Monona residents are older than surrounding areas, and 7.5% of residents are aged 65 or above and living alone. Nearly 60% of homes are owner-occupied and many residents have lived in Monona for most of their lives or for generations. The city has beautiful lake views and parks as well as Walmart and the Beltline. While Monona is 93% white, the population of people of color is growing.

On June 2, 2020, a young Black man was detained by police at gun point in a home on Arrowhead Drive where he was staying with friends, and the City of Monona was in the spotlight<sup>2</sup>, (mentioned elsewhere in this report as “the June 2<sup>nd</sup> incident”). As a result of public outcry and criticism of how the situation was handled, the City of Monona reached out to Nehemiah for help on strategies to become a more racially-inclusive city.

Beginning in September of 2020, Nehemiah was contracted to conduct a baseline assessment of equity efforts in the city, provide three listening sessions with Monona residents, conduct cultural engagement sessions to increase awareness of issues that drive racial inequities, develop a plan of action for equity in policing, six executive coaching sessions with Rev. Dr. Alex Gee, create a Community Advisory Council, and provide a comprehensive assessment of experiences and needs of African American residents in Monona. The following report is a summary of findings from the baseline assessment as well as recommendations for issues to address in the city.

## Methods

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This assessment is not meant to be a comprehensive, stand-alone evaluation of racial equity in Monona. The purpose of this assessment is to provide a baseline to inform the work that Nehemiah is doing and to shape training sessions and recommendations.

Semi-structured interviews were conducted with 23 people, including city staff, alders, school board members, school employees, and residents (see Table 1). 21 interviews were conducted one-on-one via Zoom, one interview was conducted via phone, and one interview was conducted over email. The assessment also includes information from the Community Listening Session on October 13, 2020.

This assessment was also informed by several reports, including The Riseling Group Independent After-Action Review, the 2016 Comprehensive Plan, the 2006 Strategic Plan for Economic Development and several news articles that are linked in footnotes throughout the report.

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<sup>1</sup> <https://www.mymonona.com/948/Demographics>

<sup>2</sup> [https://madison.com/wsj/news/local/crime-and-courts/body-cam-footage-from-monona-arrest-shows-police-announcing-selves-trying-to-explain/article\\_a3073dcd-5c3a-51a9-872d-26ce49eeca5.html](https://madison.com/wsj/news/local/crime-and-courts/body-cam-footage-from-monona-arrest-shows-police-announcing-selves-trying-to-explain/article_a3073dcd-5c3a-51a9-872d-26ce49eeca5.html)

Table 1. Categories represented in interviews

Category	Number
Residents - Interviews	2
MGSD board members	2
MGSD employees	3
Alders	4
City staff*	12
Residents - October 13 listening session	47

\*City staff includes the following departments: Parks and Recreation, Administrative Services, Fire, Police, Planning, Library, Senior Center, Community Media, City Administrator, Mayor

## Highlights

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This section will focus on main points describing the perspectives of those interviewed.

### Residents

This section includes Residents who were interviewed as well as those who participated in the October 13 listening session. Several individuals in other categories made comments specific to their experience as a Monona resident aside from their professional roles. These impressions are included in this category as well.

#### *Strengths:*

- Residents are excited to see the city taking real action to work on racial equity.
- Residents were actively engaged in the recent review of police policies by the Public Safety Commission.

#### *Considerations:*

- There is a sense that it is difficult to understand what to do about racial equity and inclusion due to the small number of people of color in Monona and also that residents do not have much opportunity to get to know them.
- Residents would like to see more communication and transparency when decisions are made.
- Some residents have a strong awareness of racial inequities in Monona while others do not believe there is a problem, or that the problem is due to perception.

### Alders

#### *Strengths:*

- Five new council members have been elected over the past four years to add new ideas and energy
- Alders are strongly supportive of allocating funds toward building solutions and strategies to address racial inequities.
- All alders agree that they need more education on the experiences of people of color before they can make positive changes.
- The long tenure of some council members gives a historical perspective for how the city has changed and what has been done in the past.

*Considerations:*

- Although new alders have been elected, the council has historically had members that served multiple terms, which have may limited opportunities for people of color to run for positions.
- Alders have extremely disparate views on where the city really stands with equity work as well as whether reform is needed on policing.

## Monona Grove School Affiliates

*Strengths:*

- School staff and board members are extremely aware of community issues and civically active.
- Black Student Unions have advisors who are also Black.
- The school has taken efforts recently to address long standing racial inequities.

*Considerations:*

- Racism and actions taken in the Monona Grove School District can act as a mirror for the City of Monona and Village of Cottage Grove as a whole to understand the extent of racist ideologies.
- Staff across the district are predominantly white.
- The city may want to coordinate efforts with the district.

## City Staff (includes Mayor and Administrator)

*Strengths:*

- Some departments have either started equity training opportunities for their staff or are looking into possibilities for their departments.
- All staff are aware that racial inequities exist and that something needs to be done about it.
- Many staff members have been in their roles for a decade or more, which brings historical knowledge and context to solutions and strategies that will be developed.

*Considerations:*

- There is a general defensiveness around the implication that decisions made during the high-profile police interactions this summer were influenced by race.
- Although staff are aware racial inequities exist, some do not understand how it is relevant in their departments or their day-to-day work.
- Staff agree with idea of racial equity, but when it comes down to how to effect real change in a small town there is a feeling of helplessness about the ability to make progress.
- There is only one full time African American staff member. The city must develop intentional plans to recruit, hire, and retain racially diverse candidates.

## General Themes

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This section will include concepts that were reflected across the interviews.

### City leadership is motivated to improve racial equity, but not aligned on the extent of the problem

City leadership (Mayor, Administrator, and Council Members) acted quickly to find solutions to improve racial equity. Residents expressed appreciation to see deliberate action in this area. Along with contracting Nehemiah, the city contracted The Riseling Group to investigate the June 2, 2020 incident<sup>3</sup>, and the Public Safety Commission conducted an extensive review of police policies as a result of a resolution passed by the City Council. This review incorporated input from residents and Legal Action of Wisconsin.

While there is overwhelming support for action, there are varying perspectives on whether racial equity should be a high-priority issue. Some members of leadership believe the city has a long way to go before it will be viewed as a good place to live for everyone, while others believe Monona is generally a great place with residents who are open-minded and welcoming. Some expressed that the race issues are more of a perception issue because the public does not understand everything that is going on behind the scenes both city and police department staff. Nehemiah will work to develop alignment and a strategy for improvement through executive coaching sessions and cultural engagement sessions.

### Staff diversity and development

There is currently only one full-time African American staff member working for the City of Monona, which has 75 full time employees. Most departments have no people of color working within them or can count on one hand the number of people of color working for them. Several department heads recalled times in the past decade or two when they had employed a person of color, which indicated that the occurrence was so rare as to still be memorable today. Department heads acknowledge the need for more inclusive hiring practices but are unsure about how to approach the subject. The city does not currently track race of employees since they are below the threshold for mandatory reporting to the Bureau of Labor Statistics, but this would be a best practice to take on. Race should be collected for all employees, including LTE and seasonal. Ideally, race would be collected for all applicants as well for a full equity analysis.

Many staff have worked in the city for over 10 years; some having served most of their professional careers in their role. While this is advantageous to maintain history and institutional knowledge, it limits the ability to bring in diverse candidates with new strategies for operation. Both the Fire and Police Chiefs have recently retired. This presents an opportunity for the City to consider racial diversity in hiring for these critical positions as well as adding questions related to cultural competency and

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<sup>3</sup> The Riseling Group, Independent After-Action Review, pp31-35, Accessed November 13, 2020 from <https://www.mymonona.com/DocumentCenter/View/10893/Riseling-Group-Report-to-Monona>

experience with situations involving people of color to ensure the new hires will be able to approach issues related to race and racism with an experienced lens.

There have been no active efforts in the City to train staff about bias and equity. However, recently the library has begun book studies for library staff, and the police department attended some implicit bias trainings. This is a model that could be expanded through city departments and even among leadership. Like alders, department heads are also not aligned on the seriousness of inequities in Monona. While all department heads recognize that discussion on racial equity is necessary, some feel a sense of urgency for action while others believe it is not a very serious issue in a community like Monona, with such a large white population. Some staff mentioned things such as having tried to diversify staff, but that there are not enough people of color available, or when asked about racism they state that they are not allowed to discriminate because it is against the law. These statements indicate either defensiveness to the implication that racism exists among city staff or ignorance of the current dynamics in the city. Other staff seem to be aware of the deficits in their understanding and have investigated how they might address some of those issues in their professional context.

Staff also expressed a desire for alders and other leadership to spend some time talking to department heads to give them a better idea of day-to-day operations that might inform budget decisions. Some staff feel like their departments are isolated as opposed to feeling like they are part of a city operation. Nehemiah cultural engagement sessions and listening sessions may serve to offer a sense of connectedness across city departments.

## Communication and transparency

The city does not have any staff who are dedicated to public relations. Methods of communication include the website, social media accounts, and the radio station. However, most of the communication responsibilities (including answering calls from residents) go through the front desk staff, the administrative services director, and the City Administrator. Many people expressed concerns that the public-facing communications materials in Monona “are very white” and are not representative of other racial or cultural experiences in the city. Most city departments appear to recruit applicants for open job positions using mainstream advertising channels, however, this may limit the diversity of candidates who see any given posting. To ensure that the city is producing content and communicating on issues that are relevant to all residents, it should hire a PR professional or find a staff member who can dedicate a significant portion of their hours to communications. A possible solution could involve bringing on an intern at the radio station from Monona Grove High School or from a local college.

Communication about the June 2<sup>nd</sup> incident and release of body worn camera footage was fairly prompt, but the same communication style has not followed for the police-involved deaths of Ello Johnson and Rodney Freeman that occurred later in the summer. Although the ability to communicate may have been limited due to the ongoing investigation by the Wisconsin Department of Justice Division of Criminal Investigation, given the unrest throughout the country, this could have been an opportunity to connect more deeply with the community and keep people informed of what was happening in general. For example, community meetings could have been held to ensure the public had a clear understanding of the investigation process and legal limitations, as well as to talk through general concerns and what

could happen in the future if similar situations arise in the future. Although some of this information was shared through press releases and statements, a community meeting could help concerned citizens feel heard and connected with city decision makers. Hindsight is always 20/20, but having a dedicated communications professional with experience in crisis management would help make these decisions.

Another issue that came up regarding transparency is the purchase of San Damiano. While many understood the value of the purchase, they also felt that the city made a unilateral decision without the chance for public input. Some expressed concern that consideration was not given to other options for the site, such as affordable housing or investing the funds in equity in other areas of the city. A communications professional could also assist with making sure people understand the nuances of the budgeting process.

### City committees lack diversity

Many people expressed concern with the lack of diversity present on city committees as well as on city council. One issue is that some Monona residents will join committees and serve for decades or serve several times throughout their lives. When Mayor O'Connor, was elected, she developed policies and practices resulting in a more robust and fair appointment process. She also took measures to reach candidates who had not served in the past for committee vacancies. However, even with robust policy, filling committee vacancies will inevitably result in recruitment from social networks of those currently serving on committees, city leadership, and staff, which will often exclude people of color for applying or even becoming aware of the vacancy. This phenomenon is not unique to the City of Monona, but is a consequence of the segregated nature of community social structures. We recommend that the city also develop an intentional approach to widely announcing committee vacancies and work with community partners to ensure residents of color have the opportunity to apply and be appointed. A community resident recently proposed the formation of a new city committee — a Truth and Reconciliation Council — to review policies and procedures in Monona. Nehemiah will work with this resident as we assemble a Community Advisory Committee that would operate within the community and could interface with a Truth and Reconciliation Council.

### Policing and perception

The impetus for this work between Nehemiah and the city of Monona was spurred by the June 2<sup>nd</sup> incident, which related to police action. For this reason, it is especially important to consider the role of law enforcement in the perception of racial equity throughout the city. The Riseling Group analyzed arrests and traffic citations/warnings from January 1, 2020 through August 1, 2020 and concluded that there is a large racial disparity in all categories, with Black people experiencing roughly 2/3 of use-of-force incidents, half of all arrests, and half of traffic citations and warnings. Many people indicated that the police department spends a significant amount of time responding to shoplifting issues at Walmart and speeding/traffic citations or other issues on the beltline. Other staff and residents also mentioned Denny's as a hot spot for policing. Most of these police interactions are with people who state their home city as Madison, which one might expect given the size of the City of Monona and its proximity to the larger city. The Black population is 1.2% in Monona and 7.9% in Madison. In either case, the disparity is large and demands further investigation. This is not a question of whether Monona Police Department

is biased or not. The vast majority of white people demonstrate racial bias. An investigation into this data would serve to identify the root cause of the disparities. As acknowledged by leadership in Monona Police Department, institutional and structural racism play a role, as well as intersections of race and other factors such as poverty. However, the police department (along with all other city departments) must be willing to acknowledge the role their own personal bias plays in their day-to-day decisions.

This burden does not fall solely on the police department, since 80% of arrests in this dataset are citizen-initiated<sup>4</sup>, meaning that someone called the police for service. Racism in Monona may lead to more police contact with Black people, which then leads to people in Monona witnessing Black people interacting with police, which then further reinforces racist attitudes like the assumption that Black people in Monona must be engaging in criminal activity. Such attitudes were apparent when a neighbor called police on Keonte Furdge for simply sitting on the porch of his residence.

Leadership in the Monona Police Department have expressed interest in receiving training related to racial equity, diversity, and inclusion, but had the perception that their budget will not allow the expense. Another big challenge with training the department is the fact that it is small, so it may be difficult to cover staffing needs while in training. One major challenge identified with hiring more diverse candidates is that Monona only accepts officers who have already been through the academy. Departments like Madison have an advantage in that they can recruit people of color and put them through the academy. Furthermore, there is a perception that Monona does not offer pay competitive with Madison. While the police department offers pay competitive with similar sized suburban cities, there is a perception that an additional challenge for hiring is because the department is small and there are few opportunities for career advancement. The Monona Police Department must develop a recruitment plan that will identify candidates of color. If white people will join the department with the stated limitations, there are surely candidates of color who would like to work in a city like Monona.

The city is widely divided on the perception of police performance and racial bias. Similar to what we see in the rest of the country, some people are calling for heavy police reform while others believe that the police can do no wrong. The residents attending the public listening session on October 13, 2020 were largely supportive of reforms, and many also thanked police for the job they are doing. Several interviewees indicated that they believed all three police-involved incidents listed above were conducted entirely by the book and that people were perceiving problems only because they did not have a full understanding of the situation or what it is like to be a police officer.

## Monona Grove School District and the City of Monona

Students of Color in the Monona Grove School District (MGSD) have reported feeling isolated and marginalized for years. In 2008, a deer carcass was left on a Black student's car. In 2009, High School students performed the musical *Ragtime*, which highlights issues of race and immigration, but also uses a racial slur.<sup>5</sup> In the same year, parents and students objected to studying the book *The Adventures of Huckleberry Finn* due to the use of the n-word. In 2010, the district was infiltrated by a gang of white

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<sup>4</sup> The Riseling Group, Independent After-Action Review of Monona, p31, Accessed November 13, 2020.

<sup>5</sup> [https://lacrossetribune.com/newsupdate/monona-grove-addresses-racial-tension-through-musical-ragtime/article\\_af13220e-2977-5591-9062-b709e74f4ec0.html](https://lacrossetribune.com/newsupdate/monona-grove-addresses-racial-tension-through-musical-ragtime/article_af13220e-2977-5591-9062-b709e74f4ec0.html)

students espousing white supremacist ideology.<sup>6</sup> In 2018, the district had a heated debate over whether the book *To Kill a Mockingbird* should remain part of the 9<sup>th</sup> grade curriculum.<sup>7</sup>

Monona Grove School District also includes residents of Cottage Grove, and racism in schools is frequently a mirror of what racism looks like across communities. Racism expressed by students likely reflects the dominant viewpoint of adult Monona and Cottage Grove residents, since children learn racist ideologies from their parents even though that may not be parents' intent.

In recent years, MGSD has begun to look at solutions to this long-standing issue. As a response to the *To Kill a Mockingbird* conversation, parents created a Parent Equity Council to address policies and procedures in the school that harmed students of color. The district has also worked with Percy Brown, Jr. and Rainey Briggs and their Critical Consciousness curriculum, as well as working briefly with Nehemiah to access an anonymous platform for staff to report issues involving racism and receive coaching from Nehemiah staff. Students from Monona Grove's Black Student Unions took a lead role in organizing a march in collaboration with the Parent Equity Council on June 10, 2020<sup>8</sup> to protest the murder of George Floyd and the June 2<sup>nd</sup> incident. Despite cold and rainy weather, the community came out in force, with hundreds of students, staff, parents, and residents marching.

Like city staffing, MGSD staff remain mostly white despite a growing number of students of color and despite more than a decade of racial unrest. Students and staff of color have expressed their concerns and suggested solutions for years without much movement, although Black Student Unions are present at both the middle and high school levels along with growing multicultural groups. Additionally, concerns were raised over whether employing a School Resource Officer exacerbates racial disparities and over the fact that an officer in this position appears not to be required to attend the same equity professional development sessions that the rest of the staff is mandated to attend.

A strong suggestion from those affiliated with MGSD is to align city and police department equity work between Monona and Cottage Grove for the sake of the students. While the City of Monona cannot control what happens in Cottage Grove, it may be advantageous to explore a partnership on equity work.

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<sup>6</sup> [https://madison.com/wsj/news/local/education/local\\_schools/monona-grove-schools-ban-racist-gang-symbols/article\\_4346caa4-36d1-11df-9f92-001cc4c03286.html](https://madison.com/wsj/news/local/education/local_schools/monona-grove-schools-ban-racist-gang-symbols/article_4346caa4-36d1-11df-9f92-001cc4c03286.html)

<sup>7</sup> [https://madison.com/wsj/news/local/education/monona-grove-school-board-votes-to-retain-to-kill-a-mockingbird-in-curriculum/article\\_a2f99dc3-dd8d-5bf3-ae4f-ead61626f554.html#:~:text=The%20Monona%20Grove%20School%20Board,ninth%2Dgrade%20English%20classroom%20teaching.](https://madison.com/wsj/news/local/education/monona-grove-school-board-votes-to-retain-to-kill-a-mockingbird-in-curriculum/article_a2f99dc3-dd8d-5bf3-ae4f-ead61626f554.html#:~:text=The%20Monona%20Grove%20School%20Board,ninth%2Dgrade%20English%20classroom%20teaching.)

<sup>8</sup> <https://wibailoutpeople.org/2020/06/09/monona-grove-blm-protest-walk-june-10-2020/>

## Summary

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The City of Monona took action after the June 2<sup>nd</sup> incident, which happened amidst a global pandemic and nationwide protests over police brutality against Black people. While this step was reactive rather than proactive, it is notable that the city not only acted but invested real dollars to work with community partners who could provide expertise in areas the city did not have.

The City is misaligned at every layer on the severity of racial inequity and cultural competency, and the urgency with which it should be addressed. This misalignment is quite common in historically and predominantly white environments and is not unique to Monona. As many of the interviewees suggested, part of the problem is lack of awareness due to lack of exposure to anyone who is not white.

This assessment has identified some patterns and trends that will allow Nehemiah to tailor its work to address specific areas and issues. The Mayor, Administrator, and City Council are all highly motivated to do the work necessary to make Monona a great city for all people involved.

## SWOT Analysis

Strengths	Weaknesses
<ul style="list-style-type: none"> <li>• City leadership is motivated to work on this issue</li> <li>• Some department heads are already investigating or beginning training for their own staff.</li> <li>• New voices are entering city council to lend balance between alders who have served a long time and those who are coming in with fresh eyes.</li> </ul>	<ul style="list-style-type: none"> <li>• City leadership, staff, and residents are not aligned on where the city is as a whole on racial equity.</li> <li>• Belief that race issues are due to perception over actual systemic/structural/institutional causes</li> <li>• Defensiveness when confronted with personal bias</li> </ul>
Opportunities	Threats
<ul style="list-style-type: none"> <li>• Turnover in key roles such as police and fire chief present an opportunity to pilot a transparent process to recruit diverse candidates, include questions about racial equity in interview process, and include people of color on the interview panel.</li> <li>• Use recent lessons learned about responding to controversial issues to develop a communications procedure.</li> </ul>	<ul style="list-style-type: none"> <li>• Fear that alienating long-term residents or receiving harsh pushback will affect reelection</li> <li>• Difficulty connecting with communities of color to fill openings on city committees and staff positions.</li> <li>• Unwillingness to change long-standing policies and procedures because it will upset the status quo</li> <li>• Continuing to operate in a reactive manner to racist issues instead of being proactive.</li> </ul>

## Appendix A. March 29, 2021 Update

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### Progress to date

Nehemiah has delivered the following services:

- Executive Coaching Session for Mayor Mary O'Connor and City Administrator Bryan Gadow with Rev. Dr. Alex Gee
- Cultural Engagement Session with City Staff and Alders
- Provided feedback on GovHR surveys for Chief of Police search
- Co-hosted a community listening session with GovHR and the Police and Fire Commission to get community input on what they want to see from a new Police Chief
- Discussions around forming a Truth and Reconciliation Council or Community Action Coalition focused on racial equity

### Executive Coaching Session

Coaching sessions with Rev. Dr. Alex Gee focus on examining issues related to diversity, equity, and inclusion from a transformation leadership perspective. Mayor O'Connor and Administrator Gadow had a chance to discuss successes and challenges as they see them. Dr. Gee provided coaching related to those successes and challenges as well as thinking through future directions and approaches.

### Cultural Engagement Session

Harry Hawkins and Karen Reece led a two-hour session with all alders and city department heads, a total of 20 people. The session focused on how Nehemiah approaches issues related to racial equity and culture. We presented information on ways to think about racial equity as a city with mostly white staff and a high percentage of white citizens. The process to effect change across a city is a complicated process and should be viewed as a long-term endeavor. We reviewed what it means to be a white ally in the fight for racial justice and some of the landmarks people can look for to assess where they are on that journey.

Alders and staff were divided into small groups and asked to discuss the following questions:

**1. When you think of racial equity/racial justice and City of Monona:**

- What comes to mind?
- If resources were unlimited, how could/should the City support these concepts?
  - In your department
  - Between departments

**2. What do you hope to see in 5 years?**

Technical issues that participants mentioned included things such as auditing the city fee structure with an equity lens, reviewing hiring and promotion practices with the goal of diversifying city staff teams, incremental zoning changes, making sure more diverse voices are represented on the city website and other city materials and events, and participation in the Dane County Community Restorative Court.

More complex issues that participants mentioned included the understanding that discussing racial inequities often causes discomfort, but that discomfort is a critical part of change. Participants suggested that to promote change, they could build in an equity component to existing staff meeting agendas as well as share with fellow Monona neighbors information they have learned in this and other training sessions. Participants shared methods that have been helpful in their own learning such as reading *The Color of Law* by Richard Rothstein or *Me and White Supremacy* by Layla Saad, following Black and other non-white people on social media, and holding conversations relating to racial equity with other staff.

In future sessions, Nehemiah will continue to explore and define Monona’s culture and provide insight to any changes that need to happen to ensure Monona is a racially inclusive place.

## Work with GovHR

Nehemiah has collaborated with GovHR in the search for a new Chief of Police. GovHR deployed a survey to the community as well as to the police department staff to get a better sense of what the community would like to see in the new chief. GovHR provided draft surveys to review and incorporated feedback from Nehemiah to improve the surveys.

Nehemiah also cohosted a community listening session on February 9, 2021 with GovHR and the Police and Fire Commission. The purpose of this session was to bring community feedback directly to the Police and Fire Commissioners. Six Monona residents registered for public comment and the archive of the session on YouTube has been viewed 80 times.

Two of the biggest themes shared during public comment were about accountability and transparency. Residents who spoke at the meeting mentioned that they want a chief who will communicate with the public regularly and will take ownership of both positive and negative issues that may arise. Speakers also mentioned the police-related incidents that occurred during the summer of 2020 (mentioned elsewhere in this report) and shared that they want to make sure the next police chief is committed to developing equitable practices. Speakers shared that they want to see the new chief focus on forming genuine connections with Monona residents to have a deep understanding of community dynamics and desires. One speaker described in detail the desire for training and mental health support for officers as well as for a restorative, as opposed to punitive, approach for managing public safety.

## Truth and Reconciliation Council and Community Action Committee

Nehemiah's contract for services includes creating a Community Action Committee of Monona residents who can focus and advise on issues related to racial equity in the city. At the same time, Monona residents and alders were in the beginning discussions of forming something like a Truth and Reconciliation Council that would be a formal city committee that would focus on policy. In conversations about these ideas with Mayor O'Connor, Administrator Gadow, and Alder Nancy Moore, Nehemiah recommended that the council create an ad hoc committee to get broad public engagement about what Monona residents would like to see in such a committee. At the time of this report, the council is considering a resolution for an Ad hoc Work Group on Diversity and Equity scheduled to be discussed at the council meeting on April 5, 2021.