

KENOSHA’S COMMIT TO ACTION (KCTA) ROADMAP

Listening Sessions Recap – November 2020

BACKGROUND

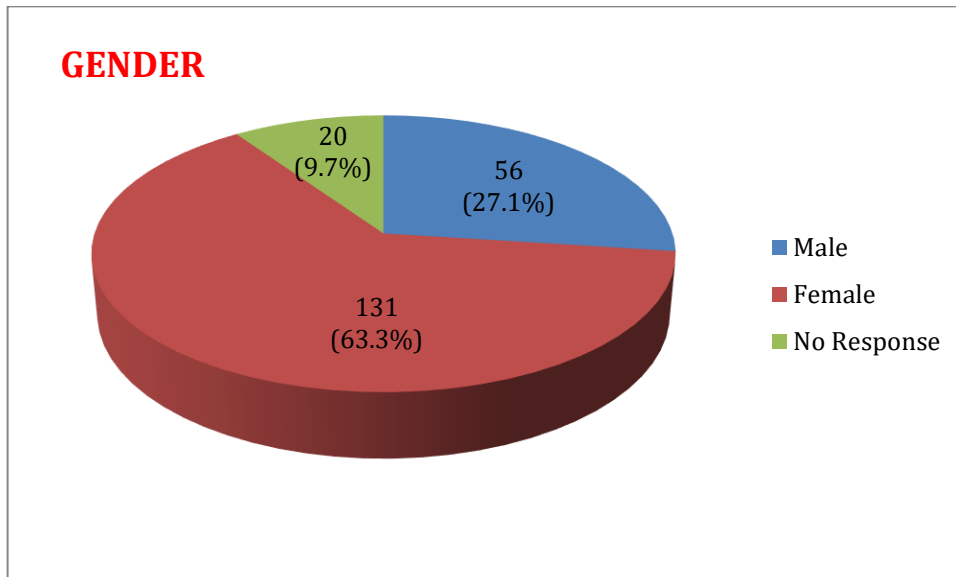
Mayor John Antaramian and faith-based leaders hosted four in-person listening sessions to gather input from area residents on the recent civil unrest and for Kenosha’s Commit to Action Roadmap. As the City of Kenosha moves forward to unify and heal, the input/feedback provided by the citizens during the listening sessions are a vital part in the development of the KCTA Roadmap.

A total of 207 individuals attended and participated in the four listening sessions. Approximately 275 people registered to attend a session. The sessions were held on four consecutive Sundays, September 20, 2020 at Journey Church, September 27, 2020 at Second Baptist Church, October 4, 2020, at Kenosha Public Museum and October 11, 2020, at St. Mark’s Catholic Church. People interested in attending a session registered online through Eventbrite.

All the sessions were videotaped and can be viewed on the City’s website at www.kenosha.org.

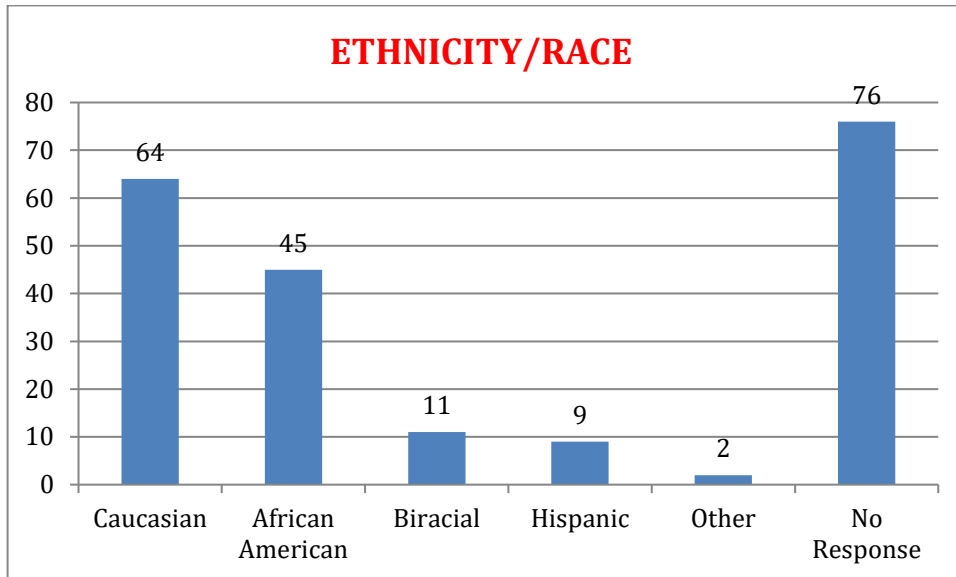
The following information is a recap of demographic data from Eventbrite (online software used to register for a listening session), what was heard and learned at the listening sessions and how the information will be used in next steps moving the KCTA Roadmap forward.

DEMOGRAPHICS – WHO ATTENDED

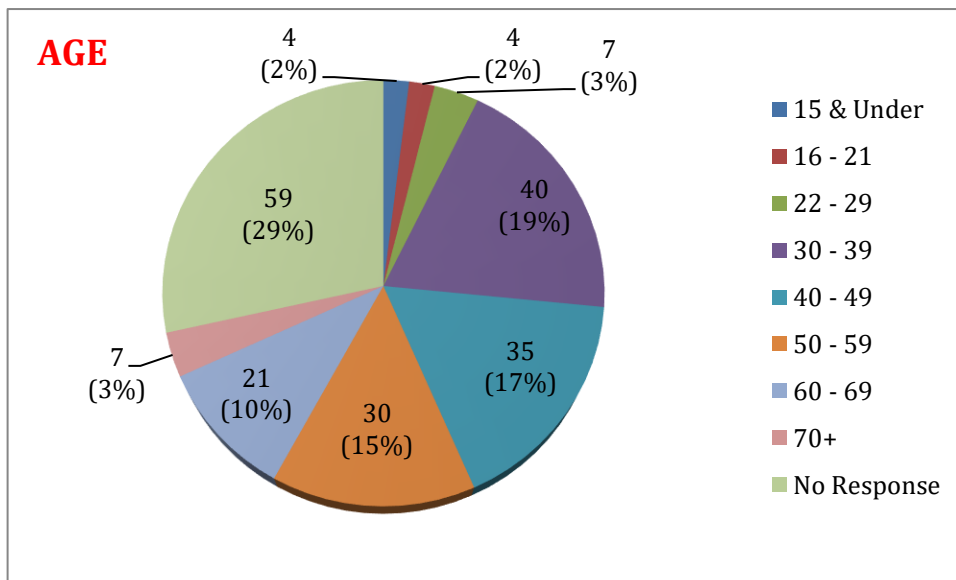


Noteworthy:
More than twice as many females (63.3%) attended and participated in the listening sessions than males (27.1%).

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Noteworthy:
 The majority of individuals (64) who stated their ethnicity/race were Caucasian, followed by African Americans (45), Biracial (11), Hispanic (9) and Other (2).
 There were 76 individuals who did not indicate their ethnicity/race when they registered for a session.



Noteworthy:
 Most of the individuals (29.0%) did not state their age when they registered online.
 The majority of individuals, who did state their age were between 30-39 years old (19.0%), followed by those who were 40 - 49 years old (17%); 50 - 59 years old (15.0%); and 60 - 69 years old (10.0%).
 Only a small portion of individuals were younger than 29 years old (7.0%) or older than 70 years old (3.0%) that participated and stated their age.

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WHAT WE LEARNED AND HEARD

Summary - What we learned

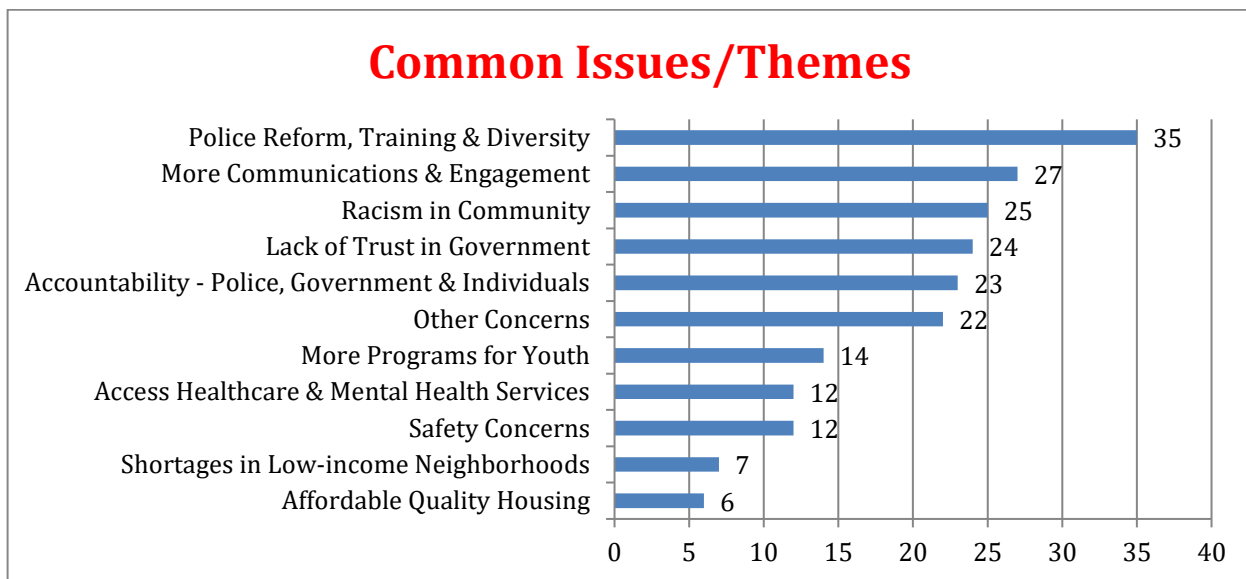
We are inspired and proud to be a part of Kenosha where the community took time to understand and to be understood because we need change now. It is time to reimagine what kind of Kenosha we want to build—a community where all citizens can live safely and freely.

Participants in attendance provided multiple perspectives in their verbal responses, touching on a range of issues related to their concerns and views on the lessons the City and Kenosha’s citizens should consider and draw upon to find solutions to avoid riots, violence, harm, and destruction from taking place again as the City of Kenosha charts a better course where there is inclusion, equality, and equity for all.

Some of the individuals participated in multiple community listening sessions. One individual noted they had participated in all the sessions.

Summary - What we heard

The attendees’ comments from the listening sessions are categorized by common issues/themes.



Police Reform, Training and Diversity (35)

- The most common issue/theme and top concern was the City and Police Department need to immediately take dramatic and practical steps towards police reform to build community trust.
- Participants spoke about the need to address police brutality, the need overall for better police training including de-escalation, implicit bias and dealing with individuals with mental health issues, accountability, and body cams. In addition, individuals felt there should be effective evaluations and screening of police officers.
- Creating a more diverse police department was a common theme in participants’ comments.

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More Communications and Community Engagement (27)

- Respondents expressed the need for **frequent, transparent communications by the government** such as quarterly listening sessions, and the need for increased citizen-government engagement to find solutions and build trust. They felt the listening sessions are positive and necessary and expressed an interest in the City continuing to organize regular sessions and stream them online so that more people can contribute.
- Attendees cited the need to see more of the Mayor throughout the community, to hear from him frequently and to receive better communications from government. They stressed the citizens need to be open to having a conversation about the issues that exist in the City.
- Respondents expressed an interest in knowing the results/outcomes of the listening sessions and how the information gathered will be communicated to the public, what will happen once the sessions are done and how information collected will be used to make improvements.

Racism in the Community (25)

- Multiple participants noted the urgent need to address systemic racism in Kenosha, including in the community itself as well as within all levels of government (City, County, School District and State).
- Many attendees spoke about the need to address racism and educate people about the problems it causes in all systems and sectors throughout the community.
- Individuals suggested that KUSD teach about systemic racism and its impact on the schools and address the lack of diversity of teachers, administrators, and support staff.

Lack of Trust in Government (24)

- Lack of trust and accountability in government were mentioned by the respondents as a top concern.
- Respondents noted frequent, quality, transparent communications between government and citizens as essential to build trust in government and improve government accountability.

Accountability - Police/Law Enforcement, Government, and Individuals (23)

- Many people in their comments referenced there is an immediate need for more accountability and transparency in law enforcement agencies including government and the need to build trust with the community. Most mentioned that citizens will continue to hold local leaders accountable.
- Attendees also said individuals/citizens should be held accountable for their actions too.
- A number of speakers shared in their comments that the police officer who shot Jacob Blake and the 17-year-old shooter who killed two individuals should be held accountable for their actions*. (NOTE: * at the time this recap document was prepared and released no decisions had been made regarding either incident).

Other Comments (22):

- Most attendees recognized that change does take time, and they would like to know how the City will continue to implement plans that arise from the listening sessions after the mayor retires.
- It was mentioned frequently that the Kenosha County Sheriff is a problem, and his comments and behavior are not acceptable.
- An individual commented that he was pessimistic after the civil unrest but is now optimistic after meeting one-on-one with the Mayor. He encouraged citizens to talk to the Mayor and people should get involved and become a part of the change they want to see.
- Many attendees felt strongly that respect is needed in the community and it is okay to support police and Black Lives Matter.
- The need for street medics.
- Questioned the percentage of the overall City budget allocated to police and fire services.

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- Address the lack of diversity on the City of Kenosha Common Council, boards, and commissions.
- There is a need to address gender diversity and equality.
- The need to address redlining and gerrymandering.
- Recommended the community lobby for change in statutory rules related to police and fire commission.
- There were recommendations that everyone should have equity training and participate in Peace Learning Circles discussions and attend Dismantling Racism Coalition's courageous conversations or Kenosha Accountability Coalition or CUSH meetings/events.
- Individual suggested legalizing marijuana.
- Suggested the City should find out what other communities who have experienced a similar situation have done successfully to address civil unrest.
- Issues with curfew – lack of enforcement, who was arrested and how they were treated.
- Government should improve their technology so the public can assess status of complaints and investigations.

More Programs for Youth (14)

- People mentioned the importance of creating more programs for youth.
- People expressed the need to engage the younger community and consider how they are dealing with these difficult times. In addition, they commented that there is a big disconnect with youth in the community and there is a lack of after school services.
- Attendees were concerned about lack of support and programs for youth dealing with trauma, COVID-19, virtual school and seeing parts of the community destroyed.

Access Healthcare and Mental Health Services (12)

- Participants stated there is a great need in the community for affordable and trustworthy mental health resources to address mental health wellness throughout community and mental health should be embedded in everything.
- Individuals suggested CAHOOTS, a crisis assistance program and training for medics and first responders in mental health.

Safety Concerns (12)

- Attendees were concerned about the safety for themselves, their families, Kenosha's citizens, and businesses during and after the civil unrest that resulted in loss of life, fear, and destruction of property. Personal and family safety was a high priority.
- Participants asked, "What can be done to reduce the risk of further unrest, riots and violence from happening again?"
- Community needs to acknowledge change happens at three levels – individual, institution and the community. They encouraged people to first examine all three levels in any solution they seek.

Shortages in Low-Income Neighborhoods (7)

- Participants shared there is a need for grocery stores, businesses, and economic opportunities in low income neighborhoods.

Affordable Quality Housing (6)

- There is a great and urgent need in the community for affordable housing and the need to address housing discrimination against people of color and homeless population.

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NEXT STEPS: HOW WILL INPUT FROM SESSIONS BE USED?

Systemic racism is a destructive force in America, but when we stand together and fight it, we all benefit. Racism doesn't just hurt communities of color; it hurts all of us and working together to end racism benefits everyone.

The Kenosha Commit to Action (KCTA) Roadmap is a call to action, a framework, and a beginning to commit to action to address racism. KCTA Roadmap's vision is to chart a better course for Kenosha where there is inclusion, equality, and equity. It convenes leaders and citizens across different sectors in the community to work together to identify and implement effective strategies dealing with systemic racism and affect core system changes throughout the City of Kenosha.

The initial focus areas were police-community relations, criminal justice, employment, education, and youth. Comments heard during the listening sessions, identified a need to expand the scope of the KCTA Roadmap and add two more focus areas: 1) mental health, and 2) housing.

The KCTA Roadmap will be further developed and owned by community residents. It will be driven, implemented, and maintained by teams comprised of diverse group of individuals and led by community ambassadors who will address the most common themes brought up before and during the listening sessions. The data and information in this report and other resource materials will be used to inform each committee's work and guide them to set measurable goals based on research findings.

To ensure the community is kept informed, KCTA teams will continue to provide feedback to the public on the status of their work. A goal of KCTA is to help to inspire new policies, practices and initiatives throughout the Kenosha community in identified focus areas that can be implemented with a goal of a brighter future and ultimately, with much less systemic racism.

Based on the valuable feedback from people attending the listening sessions, there is a clear interest by citizens to contribute to improvements in a number of areas to make Kenosha an even more attractive, healthy place to live for all people.

The City of Kenosha has a unique opportunity to build on the community's outcry for change and use it to put in place a data-driven process that will help Kenosha pivot towards a more innovative future where there is inclusion, equality and equity.

Gathering input and information from the listening sessions and online feedback form is without doubt an excellent first step. The teams will be using what we learned, along with multiple other resources, additional data, and information, to rule out racist practices and bring about the kind of change Kenosha's residents expect and want to see.

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APPENDIX

OTHER INSIGHTS

- Several attendees addressed the guideline questions, “What do you like/love about Kenosha?” Most stated Kenosha is a good or wonderful place to live, work, play, raise a family and feel confident that the community will work together to address racism throughout the core systems throughout Kenosha.
- Individuals mentioned they love the diversity of people in the community.
- Several participants praised the Mayor for listening and hosting the listening sessions and wanted him to know Kenosha has before it great opportunities to help move the community forward.
- Respondents stressed the importance of equal representation at every level.

DISCLOSURE: DOCUMENT DATA

This documents and responses should be taken with some caution and not be viewed as representative of the entire population of the City Kenosha for the following reasons:

- The participants are unlikely to be a representative sample of Kenosha’s population.
 - Participants were predominantly females aged 30-59, with the majority being white.
 - More African American females joined the in-person listening sessions versus those who participated online.
 - Males and young people are highly under-represented.
- Participants responded proactively to a general invitation to join the sessions, meaning that these individuals are particularly motivated and are concerned with the situation. Their intrinsic motivation may slant their views. Thus, the views expressed may not be representative of City of Kenosha citizens more generally. Numerous equally important themes may also not be captured in this document.

ACKNOWLEDGMENTS

City of Kenosha: Mayor John Antaramian; Assistant Police Chief Eric Larsen, Police Chief Dan Miskinis; Kris Kochman, Community Relations Liaison; Katherine Marks, Community Outreach Coordinator; I/T Department, Kenosha Public Museum, Kenosha Police Personnel and Kenosha Common Council Members.

Kenosha Faith-Based Leaders: Pastor Roy Peoples, Turning Point Life Church and Co-Chair, KCTA Roadmap Planning Group; Pastor Demetris Crum, Second Baptist Church; Pastor Monroe Mitchell, Agape Love Ministries; Pastor Kevin Taylor, Journey Church; Pastor Bob Griffith, Journey Church; Pastor Lawrence Kirby II, The Acts Church; Pastor Jonathan Barker, Grace Lutheran Church and Father Carlos Florez, St. Mark’s Catholic Church.

Churches and Staff: Journey Church, Second Baptist Church and St. Mark’s Church.

Kane Communications Group Team Members: Taylor Fisher, Advisor – Public Relations; Tristin Shorter, Communications Associate; James Burnett III, Director, Public Relations; Kimberly Kane, CEO; Manfred Elsig, Advisor – Research; and Kathleen Elsig, Advisor – Research.