



LEADERS IGNITING
TRANSFORMATION

THE FUTURE IS YOUNG, BLACK, BROWN & LIT

Welcome to LIT



What is LIT?



Leaders Igniting Transformation (LIT) is a Black and Brown youth-led independent nonprofit. Founded in 2017, LIT organizes young people to build independent political power for social, racial, and economic justice. We engage in values-based issues and electoral organizing, direct action, public policy advocacy, and leadership development.

Civics: Reimagining Public Safety



Leaders Igniting Transformation believes that true public safety is achieved by investing in people rather than relying on punishment. For too long, Milwaukee's public safety system has been characterized by over-policing, mass incarceration, and policies that disproportionately affect Black, Brown, LGBTQ+, immigrant, and low-income communities.

Our Objectives:

- Ensure alternatives to incarceration as punishment.
- Dismantle inequitable systems of justice.
- Ensure the chance of prosperity of all communities.
 - They should be free from fear of harassment, Violence or neglect

Our Actions:

- Mobilize the public = 650,000+ doors knocked in Milwaukee neighborhoods in the last year + supporting base-building to connect programs and people's across Milwaukee
- Invest in Community-based solutions = Staff members in schools and universities + hiring of interns and fellows
- Civic Engagement & Policy Reform = Participate in Lobby days + local government hearings.



LIT

LEADERS IGNITING
TRANSFORMATION

THE FUTURE IS YOUNG, BLACK, BROWN & LIT

Independent Oversight



LIT Demands

★ Timely Investigations

- Complete complaint investigations within 120 days to ensure fairness and resolution.
- Publish clear timelines for investigation stages to prevent indefinite delays.

★ Transparency

- Publish quarterly dashboards on complaints, outcomes, and demographics.
- This includes anonymous data on able-bodied individuals, as well as demographics related to race, gender, and zip code.

LIT Demands

★ Accessibility

- Expand neighborhood complaint intake sites, offer language access, and provide after-hours filing options.
 - Dropped-off applications can be picked up at the Mitchell and MLK Libraries.
 - Considerations for increasing accessibility for the digital divide, unhoused, and sex workers
 - Written and spoken translation in Spanish, Hmong, Karen, among others. At the very least, ensure that the webpages/forms can be translated into these languages.

LIT Demands

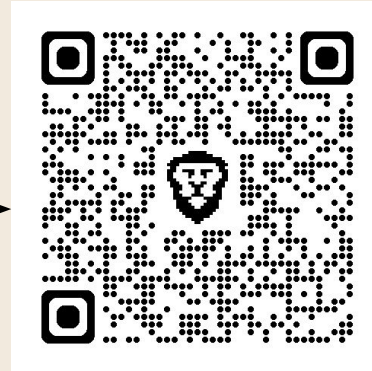
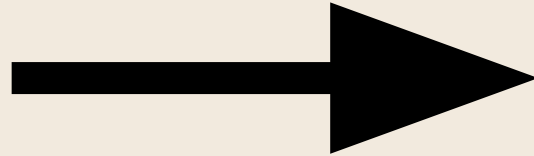
★ Public Dialogue on Policy

- Hold public hearings before adopting major MPD policies (e.g., use of force, pursuits).
 - Expand outreach to communities impacted [can be paired with community organizations]
 - Report on zip codes being reached out to
 - Co-develop materials to help the public navigate Legistar and the FPC web pages.

Independent Oversight Research & Evaluation

- [Fire and Police Commission](#): Through independent, civilian oversight of Milwaukee's public safety departments, the Fire and Police Commission (FPC) strives to enhance public safety for our residents, promote accountability and public trust, increase diversity within the departments, and safeguard the constitutional rights of all people

Scan this
to see criteria

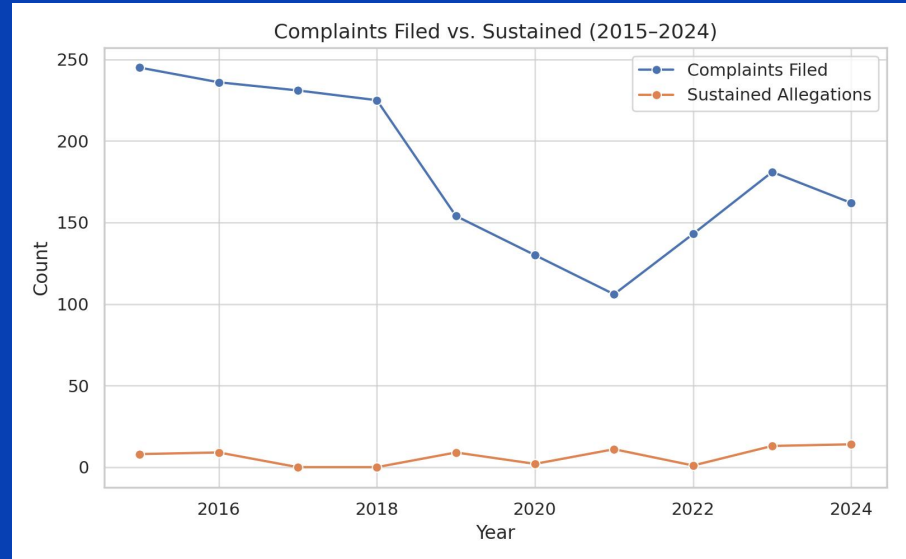


LEADERS IGNITING
TRANSFORMATION

THE FUTURE IS YOUNG, BLACK, BROWN & LIT

Assessing the Landscape

Year	FPC Complaints Filed	FPC Sustained Allegations
2015	245	8
2016	236	9
2017	231	0
2019	225	9
2020	130	2
2021	106	11
2022	143	1
2023	181	13
2024	162	14

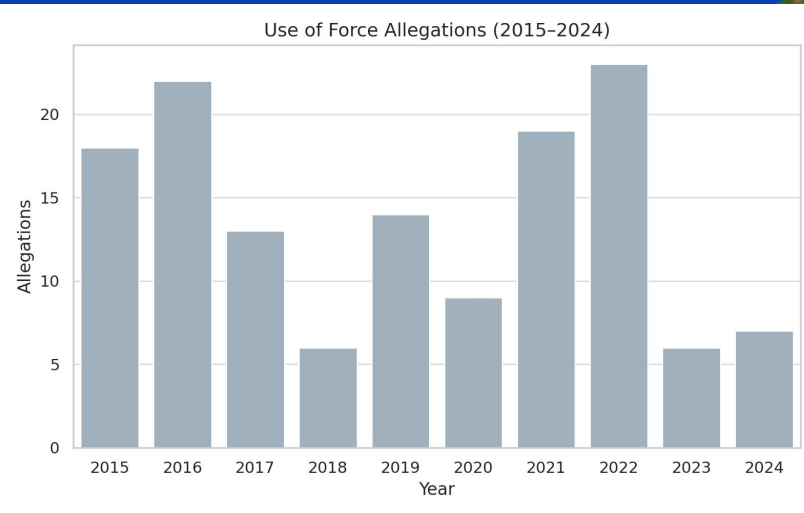


LEADERS IGNITING
TRANSFORMATION

THE FUTURE IS YOUNG, BLACK, BROWN & LIT

Assessing the Landscape

Year	Force (FPC)	Language (discourtesy)
2015		
2016	22	
2017		23
2018	6	
2020	9	17
2021	19	
2022	21	17
2023	6	2

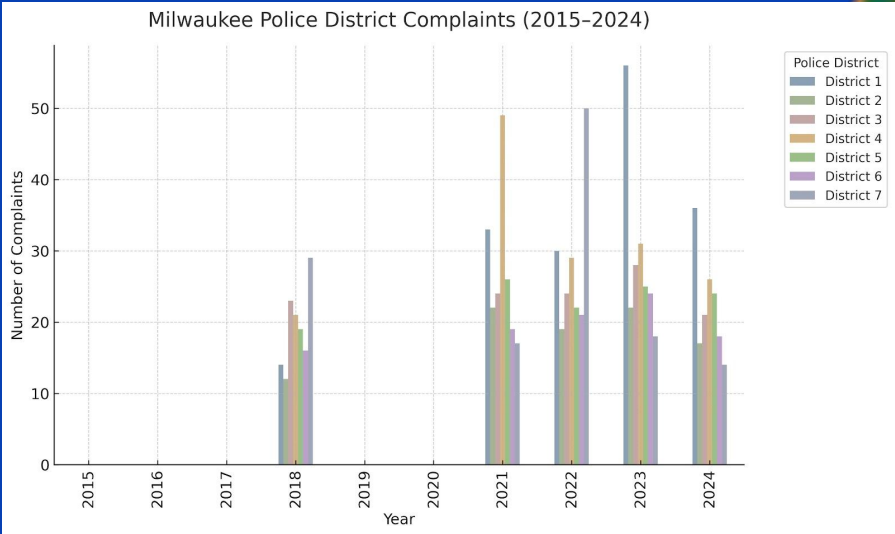


LEADERS IGNITING
TRANSFORMATION

THE FUTURE IS YOUNG, BLACK, BROWN & LIT

Assessing the Landscape

Year	District 1	District 2	District 3	District 4	District 5	District 6	District 7	Highest District
2015	—	—	—	—	—	—	—	—
2016	—	—	—	—	—	—	—	—
2017	—	—	—	—	—	—	—	—
2018	14	12	23	21	19	16	29	District 7
2019	—	—	—	—	—	—	—	—
2020	—	—	—	—	—	—	—	—
2021	33	22	24	49	26	19	17	District 4
2022	30	19	24	29	22	21	50	District 7
2023	56	22	28	31	25	24	18	District 1
2024	36	17	21	26	24	18	14	District 1



**LEADERS IGNITING
TRANSFORMATION**

THE FUTURE IS YOUNG, BLACK, BROWN & LIT

Independence & Investigations

Policy	Yes	No
Independence - A CRB should have true independence		
Q1: Does the CRB conduct investigations independently of the police department?		
Q2: Does the mayor appoint less than 50% of board members?		
Investigatory Powers - A CRB should have the necessary investigatory powers, including subpoena power		
Q3: Does the CRB have either subpoena power or administrative powers that enable direct and unfettered access?		
Q4: Does the CRB have the power to compel witnesses ?		
Q5: Does the CRB have the power to compel testimony ?		
Q6: Does the CRB have the power to compel documents ?		

Discipline, Funding & Staffing

Policy	Yes	No
Discipline Authority - A CRB should have independent disciplinary authority to hold police officers accountable for their actions		
Q7: Does the CRB have independent disciplinary authority?		
Q8: Are investigations completed within 120 days? (There is a 10-day response window)		
Funding & Staffing - A CRB should have funding necessary for thorough and timely investigations (tied to percentage of police department's non-capital budget/operations).		
Q9: Is funding no less than 5% of the total police department budget?		
Q10: Is funding tied to the police department's non-capital budget/operations (so that increases in the police department budget result in increases in funding for oversight)?		
Q11: Does funding cover an investigative staff, with at least one investigator for every 70 police officers or four investigators at all times (whichever is greater)?		

Diversity & Community Representation, Public Access & Transparency

Policy	Yes	No
Diversity & Community Representation - A CRB should have membership that reflects diversity, expertise, and connection to the community		
Q12: Does the legislation explicitly have a statement about diversity of the board?		
Q13: Does the legislation require the membership of community members most impacted by police surveillance, abuse, and brutality?		
Funding & Staffing - A CRB should have public access that allows residents to file complaints through a variety of methods and during non-business hours.		
Q14: Can residents file complaints by email/phone/in-person?		
Q15: Can residents file complaints after hours and during the weekend? - Not in Person		
Q16: Can residents file complaints in multiple languages/locations? - Not in Person		

Jurisdiction & Policy Review, Mandate, Permanence, & Independence from Police

Policy	Yes	No
Jurisdiction & Policy Review - A CRB should have broad jurisdiction to investigate police department policies and practices (may also be in the form of an inspector general or commission).		
Q17: Does the CRB, inspector general, or police commission have authority to review and make recommendations on police department policies and practices? (However, only after review, can't create new policies.)		
Mandate, Permanence & Independence from Police - A CRB should be transparent, reporting quarterly to the public on complaints and dispositions (without personally identifiable information).		
Q18: Are reports issued <u>quarterly</u> , and to the public?		
Q19: Do reports include demographics of complainants?		
Q20: Do reports include status and findings of investigations and actions taken as a result of investigations?		

LIT Demands

★ Timely Investigations

- Complete complaint investigations within 120 days to ensure fairness and resolution.
- Publish clear timelines for investigation stages to prevent indefinite delays.

★ Transparency

- Publish quarterly dashboards on complaints, outcomes, and demographics.
- This includes anonymous data on able-bodied individuals, as well as demographics related to race, gender, and zip code.

LIT Demands

★ Accessibility

- Expand neighborhood complaint intake sites, offer language access, and provide after-hours filing options.
 - Dropped-off applications can be picked up at the Mitchell and MLK Libraries.
 - Considerations for increasing accessibility for the digital divide, unhoused, and sex workers
 - Written and spoken translation in Spanish, Hmong, Karen, among others. At the very least, ensure that the webpages/forms can be translated into these languages.

LIT Demands

★ Public Dialogue on Policy

- Hold public hearings before adopting major MPD policies (e.g., use of force, pursuits).
 - Expand outreach to communities impacted [can be paired with community organizations]
 - Report on zip codes being reached out to
 - Co-develop materials to help the public navigate Legistar and the FPC web pages.



Thank you!