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To whom this may concern:

It is with great honor and enthusiasm that I write this letter of support for Milwaukee Police Department Chief Jeffrey Norman to continue to be appointed as the Milwaukee Police Department Chief.

Chief Norman exemplifies and role models what is a servant leader for our community as he continues to be committed to reframing the narrative through community safety and engagement while being transparent with the community. Since Covid-19, Chief Norman intentionally shows up and is present at community activations, events, initiatives, talk-back sessions, and so much more.

As co-founder of ElevAsian and a Milwaukee Leader who is invested in reframing the narrative and changing the narrative of our community, I have had the opportunity to witness firsthand the positive impact Chief Norman has made on our community. One example is when he denounced Asian Hate and AAPI Hate during Covid-19 and connected the AAPI community members with law enforcement support and ensured the safety of his AAPI brothers and sisters.

Since assuming the interim and permanent leadership role, Chief Norman has shown a deep understanding of the importance of community-based policing. He has built bridges through outreach programs, youth engagement initiatives, open forums, etc. that have helped foster a sense of mutual respect and accountability between officers and citizens.

Chief Norman's devotion and passion in advancing intentional inclusion, belonging, and safety is breathtaking and inspiring. His effective leadership in law enforcement is more important than ever as he continues to role model integrity, professionalism, and compassion required to guide our police department.

I have no doubt that Chief Norman will continue to devote himself to the city and this position with a high degree of accountability, diligence, collaboration, etc. He will continue the responsibility of oversight including monitoring, while maintaining an unbiased lens because he will collaborate and partner with the FPC, Common Council, elected officials, appointed officials, first responders, community stakeholders (nonprofits, for-profits, schools, faith-based, healthcare, etc.) the community, etc. to ensure everyone is treated fairly while providing a safer community. Chief Norman continues to be skilled well in leading others, development, collaboration, and community outreach. All of which have been essential pieces to the success of growth of changing the narrative of Milwaukee.

I recommend Chief Norman without reservations. I am confident he will continue to inspire, advocate, ally, and serve as an ambassador for the Greater Milwaukee community while continuing to ensure a safer community and empowering our city to collaborate and partner to move the city Forward. If you have any further questions regarding his background or qualifications, please feel free to contact me.

Sincerely,

Erik Kennedy