

1. Describe the proposed ordinance or resolution.

*The 2022 COPS Hiring Program (CHP) grant will fund hiring 50 new police officers for a period of 3 years with an additional 12-month retention period required. Hiring CHP officers will allow veteran officers to re-engage in community oriented policing efforts. The Department is developing a strategic plan to address community oriented policing and to engage stakeholders from multiple sectors including government, community-based organizations, community health, neighborhood groups, and residents. Building trust and legitimacy between the Department and the Milwaukee community is a high priority for Chief Norman and the strategic plan will provide the road map to improve these relationships and inform deployment of veteran officers.*

2. Identify the anticipated equity impacts, if any, of this proposal.

*The grant is intended to be a tool to assist the Department in building greater trust and legitimacy with the community. The focus of redeployed veteran officers will be to implement elements of the community oriented policing strategic plan as defined in large measure by the community.*

3. Identify which minority groups, if any, may be negatively or positively impacted by the proposal.

*The ability to take immediate steps to implement elements of the community oriented policing strategic plan will be a positive development for communities of color in Milwaukee. The plan is being developed in partnership and collaboration with the community. Immediate actions to implement the plan will demonstrate commitment on the part of the Department to build greater legitimacy and trust among the community.*



4. Describe any engagement efforts with minority communities potentially impacted by the proposal.

*The community oriented policing strategic plan under development includes community stakeholders in the development and decision-making process to establish buy-in, trust, and legitimacy. The process provides opportunities for participation from a diverse range of stakeholders to improve relations between the MPD and the community. Community stakeholders will have the opportunity to shape how MPD delivers service to meet the needs of the residents of Milwaukee.*

5. Describe how any anticipated equity impacts of the proposal will be documented or evaluated.

*Any unanticipated equity impacts will be documented, reviewed, and addressed by supervision of the Milwaukee Police Department.*

6. Describe strategies that will be used, if any, to mitigate any anticipated equity impacts.

*No equity impacts are anticipated, but any necessary mitigation strategies will be determined by MPD supervision in accordance with the Code of Conduct and Standard Operating Procedures.*

Name: **Kimberly Kujoth, Grant Compliance Manager**

Signature:

Date: **10/28/2022**