Mayor's statement from the 6-9-2020 City Council meeting:

Like many others, I am deeply disturbed and saddened with what has transpired in our nation in the recent days. What happened in Minneapolis and across the country is simply unacceptable. This type of behavior and discrimination is not welcome in Stoughton.

The awareness brought to our community through peaceful protesting, shared stories and the initiatives proposed by our local community members, provides us with a starting point and something we can build upon.

When our community focuses on specific goals, we achieve positive outcomes.

Proclamation

WHEREAS, President Abraham Lincoln signed the Emancipation Proclamation on January 1, 1863, declaring the slaves in Confederate territory free, paving the way for the passing of the 13th Amendment which formally abolished slavery in the United States of America; and

WHEREAS, word about the signing of the Emancipation Proclamation was delayed some two and one half years, to June 19, 1865, in reaching authorities and African-Americans in the South and Southwestern United States; and

WHEREAS, June 19th has a special meaning to African-Americans, and is called "JUNETEENTH" combining the words June and Nineteenth, and has been celebrated by the African-American community for over 157 years; and

WHEREAS, we do not want to delay this declaration of freedom and justice any longer,

THEREFORE, I, Timothy Swadley, Mayor of the City of Stoughton, Wisconsin, do hereby declare June 19, 2020 as JUNETEENTH in the City of Stoughton, Wisconsin, and urge all citizens to become more aware and reflect on the significance of this celebration in African-American History and African-Americans enduring quest for freedom and justice in our nation and City.
Dated this 9th day of June 2020.

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Tim Swadley, Mayor
City of Stoughton

A SPECIAL RESOLUTION condemning racial injustice & hate and to strive for racial equity. The City of Stoughton Common Council supports a public commitment to addressing the historical inequities of race, place and identity throughout our City, Dane County, State of Wisconsin and our nation.

WHEREAS, legislative reforms such as the Civil Rights Act of 1964 have been adopted banning discrimination because of a person's color, race, national origin, religion, or sex and have supported progress towards racial and social justice; and

WHEREAS, "equality" is enshrined in the founding documents of our nation as one of the highest ideals in American culture, yet race nevertheless can predict one's success on any and all such indicators in Wisconsin and around the country, where equity of opportunity and outcomes remain elusive for far too many;

WHEREAS, black and brown populations in Wisconsin are far more likely to be the victims of violent crime and are over-represented in the State's population of homeless and incarcerated persons, are more likely to live in areas without access to adequate transportation, employment, nutritious food, healthcare and pathways to home ownership;

WHEREAS, this Council reaffirms its commitment to principles of equality and freedom for all people regardless of sex, race, religion, sexual orientation, gender identity, ability, and national origin;

WHEREAS, this Council acknowledges that many of these inequities are still encoded and enforced, either implicitly or subversively, in our laws, policies, and government at every level,

WHEREAS, this Council declares racism and all systemic discrimination based on identity unjust, supports equity and equal rights for all, and affirms the City's commitment to ending disparities based on race, place, or identity.

THEREFORE be it resolved by the City of Stoughton Common Council that

1. The Community Affairs/Council Policy Committee pledges to develop strategies in working with City Leadership and members of the community to end racial disparities in Stoughton; and

2. The principles of inclusiveness and respect are values that can create a healthier and welcoming community, propagate a more productive workplace and cultivate policies and outcomes that benefit the entire City and all its citizens.

- Council members and myself attended the rally on 6-6-20 and spoke
- Attended numerous town hall type discussions with diverse participants
- Proclamation for Juneteenth 6-9-20
- City Council passed a Resolution 6-9-2020
- CA/CP Committee scheduling Special Meeting
- Inventory our policies, procedures, training and job descriptions
- Initiated a conversation at joint call on 6-3-20, 6-10-20 & 6-17-20
- Chief Leck, Sgt. Conlin, HR Director AJ & I met with Mosaicos 6-9-20
- Reached out to the school district 6-11-20, 6-23-2020
- School Board discussed 6-15-20
- Public Safety reviewed Use of Force, Deadly Force Policies 6-17-20
- Discussions at Weekly Leadership Meetings 6-3-20, 6-10-20 & 6-17-20
- Attended Racial Equity Alliance meeting through Dane County Housing Initiative 6-17-20

City Policy Responses

- PD contracting with Healthy Minds
- CIVMIC-reviewing job descriptions
- EOE-HR reports applicants to the federal government
- Reengage with Guidance Counselor & DECA teacher at High School
- Library-interns
- Contact UW Whitewater & Madison College for interns
- Diversity training CIVMIC-volunteers, council, employees
- Reviewing School Resource Officers (SRO) Reports
- Reviewing documents from other organizations
- PD receiving training grant through Stoughton Wellness Coalition
- Expecting Federal & State officials to update legislation for PD training
- Additional meeting on 7-14-20 with Chief Leck, Sgt. Conlin, HR Director AJ & Mosaicos

Police & Fire Commission

State Statute 62.13

- Commission is made up of 5 citizen members
- Appointed by mayor
- 5-year terms
- Hire, Fire, Discipline of Police and Fire departments
- The board shall appoint the chief of police and the chief of the fire department

Stoughton PD Statement

The recent events that occurred in Minneapolis are disturbing and indefensible. The level of disregard of human life that was observed cannot and will not be accepted or tolerated by any profession, especially by the police. That behavior is not typical of what law enforcement is about and far removed from the Community Policing that has been in place for many years and practiced by many departments around the country. It is especially not what policing in the City of Stoughton is about or part of our mission or values.

Full statement here

- State Statute requires eleven mandatory policies
- WI Law Enforcement Accreditation Group
- Certified Police Officer is required to complete a minimum of 24 hours of In-Service Training yearly
- Stoughton officers average least 40 hours of In-Service Training and an additional 40 hours of specialized training yearly
- Separate Use-of-Force Report that documents any Use-of-Force incident
- We do not train in the use of “chokeholds” or “strangleholds”.
- Participated in a Dane Countywide Use-of-Force study conducted by Police Strategies LLC
- Stoughton police officers receive training in ethics
- Staff receives direct diversity training on a regular basis
- The Stoughton Police Department was one of the very first agencies in Dane County to implement body worn cameras
- Goal is to make this information public through an online dashboard on our website