

# KENOSHA’S COMMIT TO ACTION (KCTA) ROADMAP

## Online Feedback Form Recap – November 2020

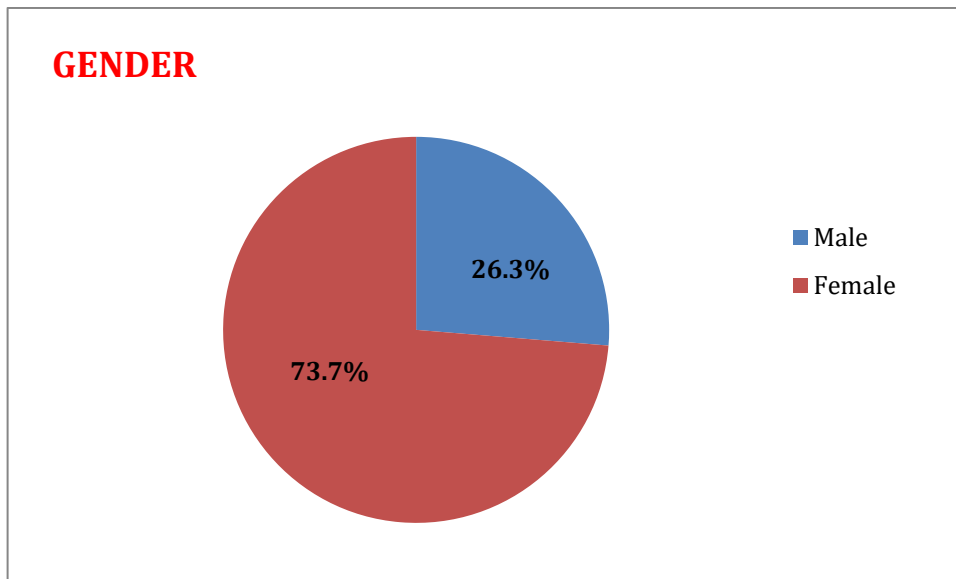
### BACKGROUND

In addition to the four in-person listening sessions hosted by Mayor John Antaramian and faith-based leaders, an online feedback form was created to give those residents who were unable to attend an opportunity to provide input about the recent civil unrest and Kenosha’s Commit to Action (KCTA) Roadmap. As the City of Kenosha moves forward to unify and heal, the input/feedback submitted online and provided by the citizens during the listening sessions are a vital part in the development of the KCTA Roadmap.

A total of 38 individuals submitted feedback using an online form starting September 27 and ending on October 15, 2020.

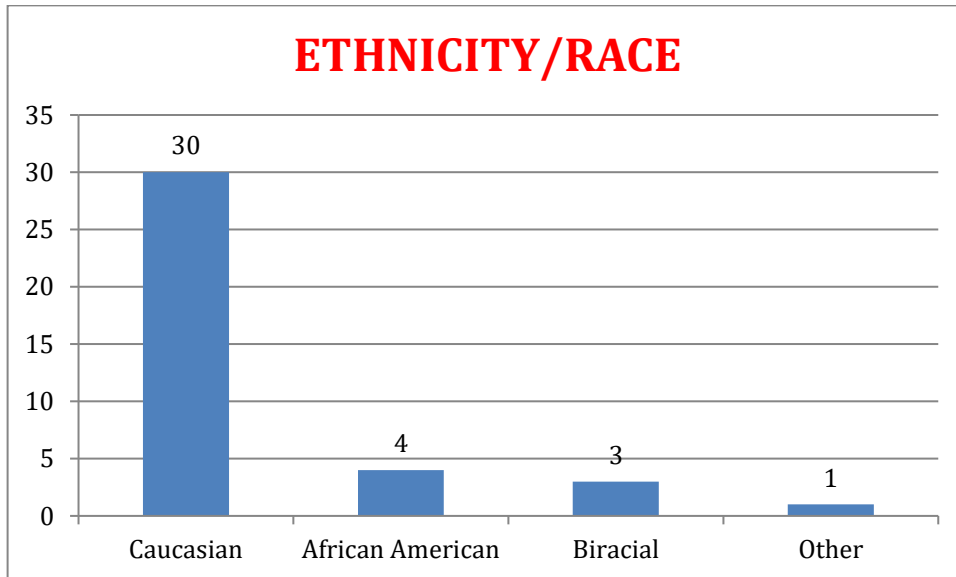
*The following information is a recap of demographic data provided by the individuals who responded, a summary of responses and how the information will be used in next steps moving the KCTA Roadmap forward.*

### DEMOGRAPHICS – WHO SUBMITTED INPUT

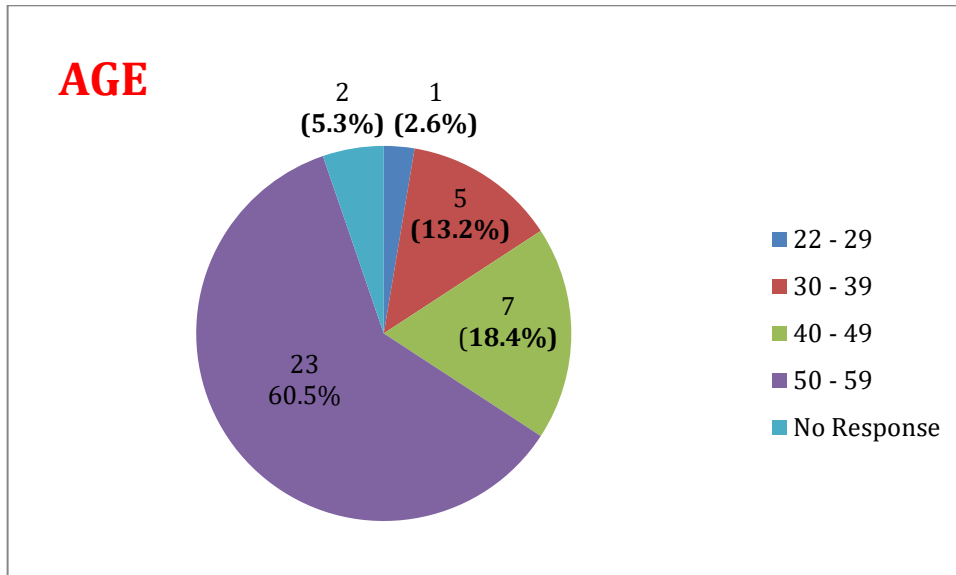


**Noteworthy:**  
Nearly three times more females (73.7%) completed and provided feedback using the online form compared to males (26.3%).

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**Noteworthy:**  
Most of the individuals (30 of the 38 respondents) identified their ethnicity/race as Caucasian, followed by African Americans (4), Biracial (3) and Other (1).



**Noteworthy:**  
Most individuals (60.5%) who responded online indicated their age was between 50 – 59 years old. Followed by those who were 40 - 49 years old (18.4%) and those who stated their age range was between 30 – 39 years old (13.2%).  
  
One person (2.6%) stated their age was between 22 – 29 years old.  
  
Two individuals (5.3%) did not provide information on their age when they registered online.

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## WHAT WE LEARNED

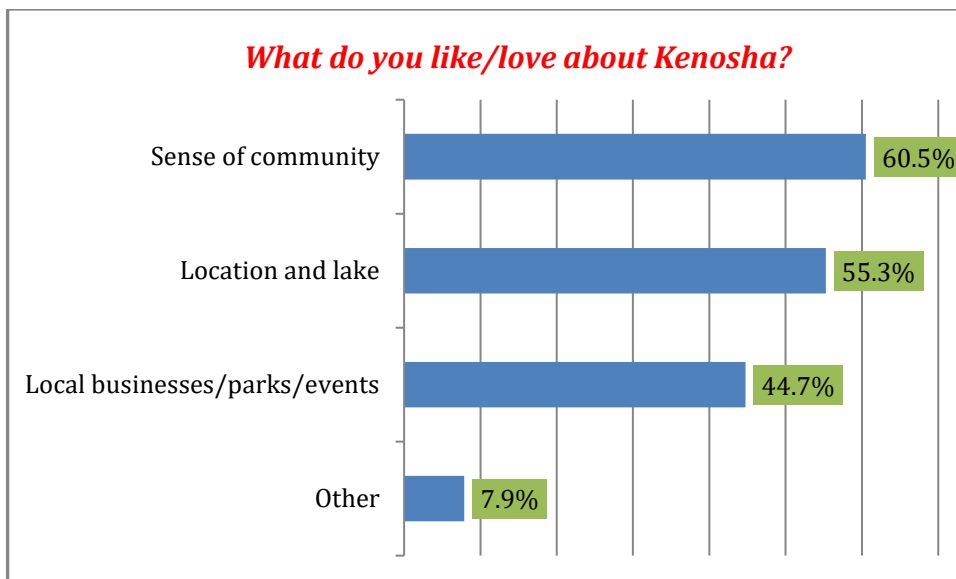
We are inspired and proud to be a part of Kenosha where the community took time to understand and to be understood because we need change now. It is time to reimagine what kind of Kenosha we want to build—a community where all citizens can live safely and freely.

Upon review, it was clear that individuals who completed the online feedback form provided multiple perspectives and responses that addressed the seven (7) questions on the form. The feedback touched on a range of thoughts and opinions that Kenosha 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.

The questions were:

- What do you like/love about Kenosha?
- How do you feel about the recent events (shootings, protests, riots)?
- What were/are your concerns/fears related to the protests and riots (during, afterwards, now)?
- What is your one thing/suggestion that Kenosha needs to do to move forward?
- What is the one thing you can do to bring about healing reconciliation in Kenosha?
- What is the best way for the City to keep you informed?
- Is there anything else you would like to share?

The responses from the online feedback form are categorized by the seven (7) questions. The charts provide a snapshot of the comments/suggestions/recommendations that were similar and were shared views. The percentage reflects the number of people out of the 38 people who responded that had comments that were aligned with other individuals.



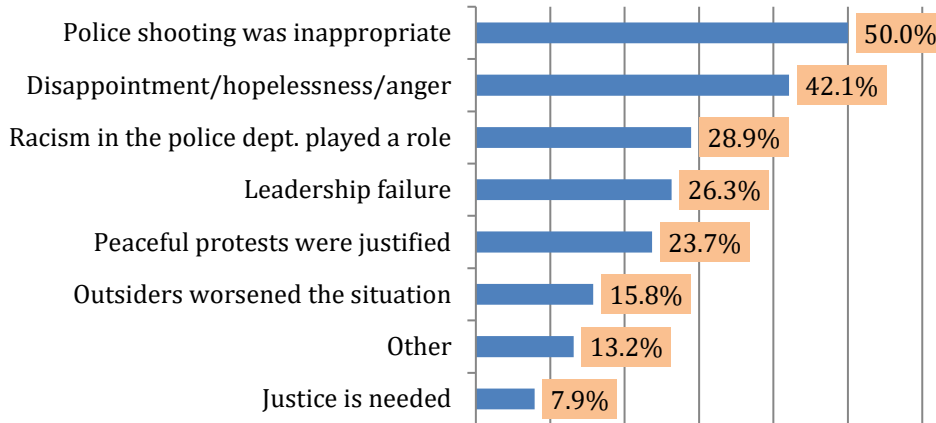
### Noteworthy:

The majority of individuals (60.5%) responded in their comments that the number one thing they like/love about Kenosha is the sense of community and over half of participants (55.3%) included in their response that the location of Kenosha between two major cities along Lake Michigan was a big plus.

A respondent's comment: *"The small town feel of the City, the diversity, great choice of restaurants, the activities there are to choose from during the summer and I love Lake Michigan."*

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## How do you feel about the recent events (shootings, protests, riots)?



### Noteworthy:

Fifty percent of the individuals shared that the police shooting was inappropriate. Some felt that racism and a failure in leadership in the police department played a negative role in the events.

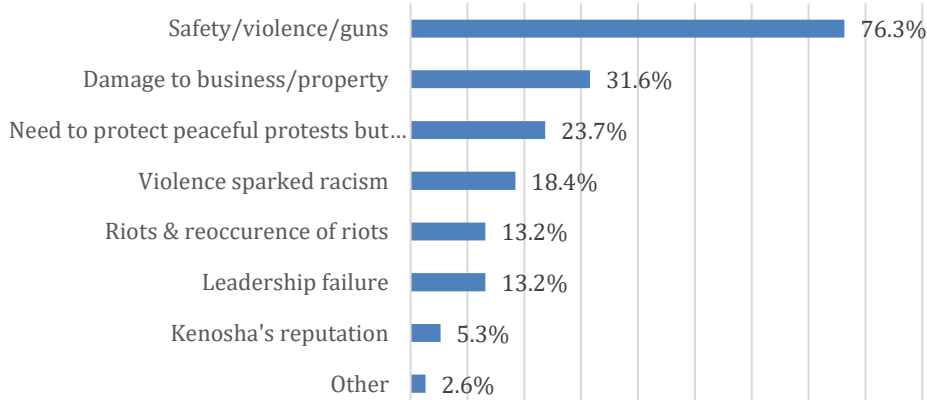
Forty-two percent of the respondents expressed they felt disappointment, hopelessness, fear and anger about the events.

Several respondents (23.7%) felt that peaceful protests were justified followed by respondents (15.8%) stating that outsiders (not Kenosha citizens) worsened the situation.

A respondent's comment:

*"The shooting was unfortunate and the criminal activities afterwards in the name of racial equality continues to divide our community. Peaceful protests and marches are good; however, criminal rioting is not."*

## What were/are your concerns/fears related to the protests & riots (during, afterwards, now)?



### Noteworthy:

Majority of individuals (76.3%) responded in their comments that the number one concern/fear was their own and their family safety.

Thirty-one percent expressed their concerns/fears regarding damage to businesses and personal property.

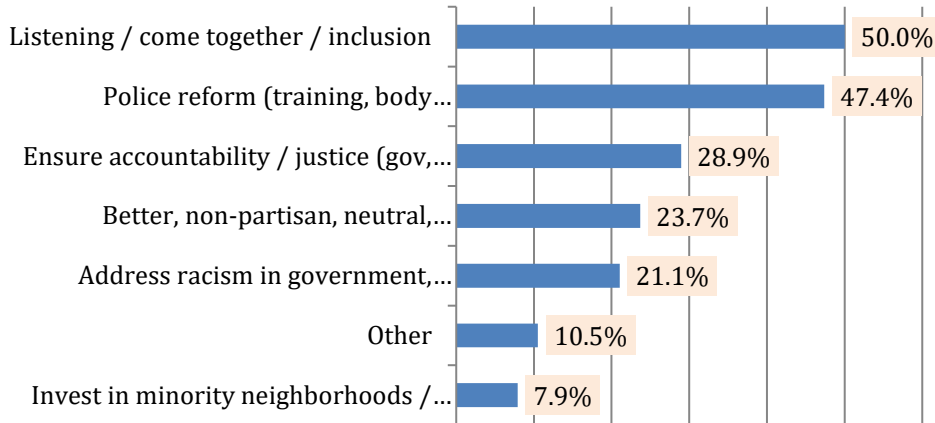
Twenty-three percent of the respondents indicated the need to protect peaceful protestors but prevent riots.

A respondent's comment:

*"Concerned about police/military violence against peaceful protestors, along with, people with guns intimidating and harming protestors or the community"*

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## What is your one thing/suggestion that Kenosha needs to do to move forward?



A respondent's comment:

***“Must address racism in policing and other aspects of community life. If our community does not actually change anything, the next incident of police violence will spark the same unrest again”.***

### Noteworthy:

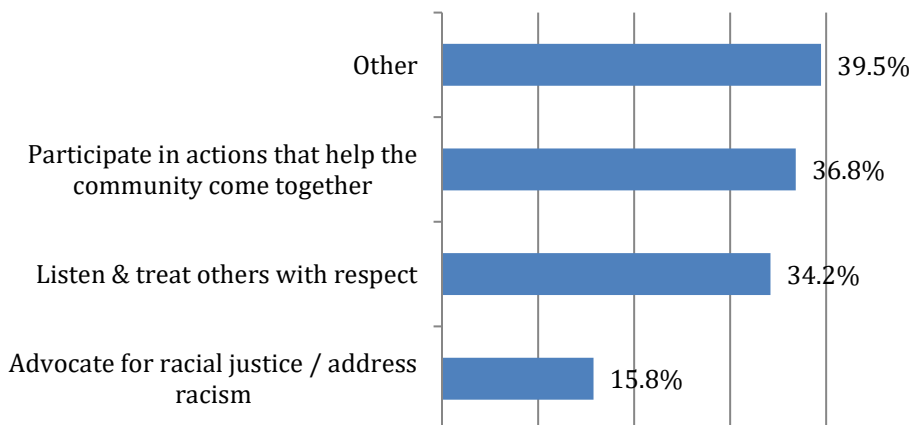
The following are suggestions that are most critical in order for Kenosha to move forward:

Fifty percent of the individuals felt strongly that listening, coming together, and supporting inclusion are key.

Almost half of the respondents (47.4%) felt their number one suggestion was police reform (i.e. training, body cameras, diverse police force).

The third most recommendation was ensuring accountability and justice related to police, government, and individuals.

## What is the one thing that you can do to bring about healing & reconciliation in Kenosha?



A respondent's comment:

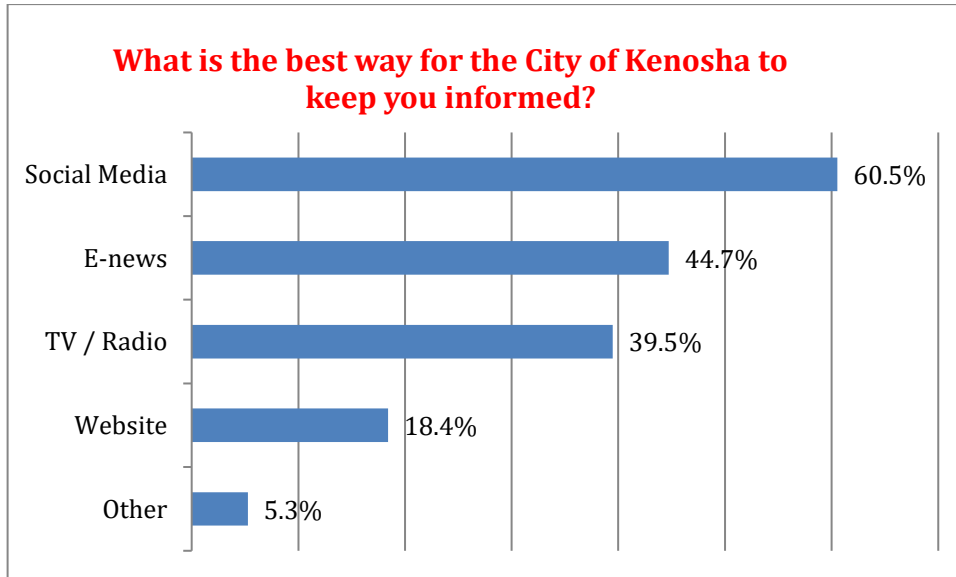
***“I am happy to participate in any goals, task forces, committees, etc. that are working to bring people together, lift each other up and put Kenosha on the map as the City that managed this racial crisis effectively”.***

### Noteworthy:

Most of the responses (39.5%) provided diverse ideas about how they could help bring about healing in Kenosha.

The most prevalent suggestions included: 1) they would engage in actions that help the community come together (36.8%); 2) they would listen and treat others with respect (34.2%); and followed by 3) they would advocate for racial justice and work with others to address racism (15.8%).

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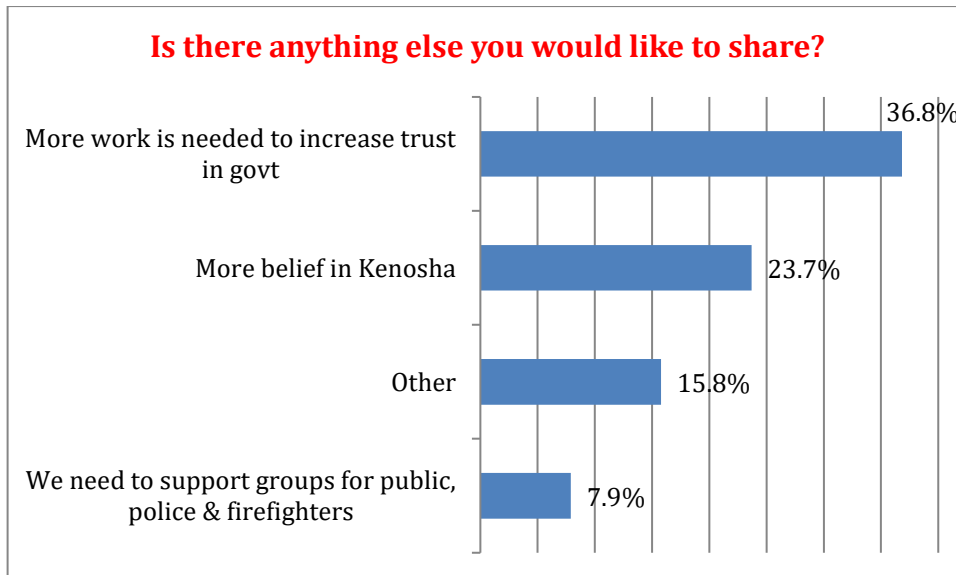


**Noteworthy:**

An overwhelming majority of respondents (60.5%) cited social media as the best way the City of Kenosha could keep them informed.

Using E-news to inform citizens was the second highest solution that was suggested by respondents.

A respondent's comment:  
*"The listening sessions should be ongoing regular events and they should be held in all neighborhoods in our community and live-streamed so they are accessible for all people".*



**Noteworthy:**

A little over thirty-six percent of the respondents shared that more work is needed to increase trust in government.

Respondents were grateful for the opportunity to participate and provide their input and expressed their continued belief in Kenosha (23.7%)

A respondent's comment:  
*"I know the leaders in Kenosha can and have to do better. The situation caught everyone by surprise, but it shouldn't have. It's literally happening across the country".*

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## NEXT STEPS: HOW WILL FEEDBACK/INPUT 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 and the online form responses, 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 to bring about the kind of change Kenosha's residents expect and want to see.

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## APPENDIX

### OTHER INSIGHTS

- Respondents encouraged the City of Kenosha to continue its work to build trust with the community, noting there is still much work to be done.

### DISCLOSURE: DOCUMENT DATA

This document and responses from the online survey 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 between the age of 50 – 59 years old and the majority them were Caucasian.
  - More African American individuals participated in 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 submit feedback, 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 Chief Eric Larsen; Police Chief Dan Miskinis; Kris Kochman, Public Relations Liaison; Katherine Marks, Community Outreach Coordinator; I/T Department, Kenosha Public Museum and Kenosha Common Council Members.

**Kenosha Faith-Based Leaders:** Pastor Roy Peebles, 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 Media 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.