Calls to Action for Each Police Department in Dane County:

1. **SHARE:** Share these recommendations with your elected officials and solicit their feedback.
2. **BUDGET:** In partnership with leaders within your community, determine which recommendations you will implement in your community and create corresponding budget and implementation plans. Engage your elected officials, requesting their approval and support of your budget and implementation plan.
3. **LEARN:** Continue to nurture a system of community engagement, creating mutually consultative relationships with diverse leaders in your community. Develop a systemic way to involve, consult and learn from and with these leaders.

Calls to Action for the Community:

1. **SHARE:** Share these recommendations with your community group and solicit their feedback.
2. **ENGAGE:** In partnership with other community leaders, develop information and education sessions for the public on how to remain safe during encounters with the police.
3. **COLLABORATE:** Continue to participate and, when possible, collaborate in having non-crisis, positive interactions with the police, especially involving young people.

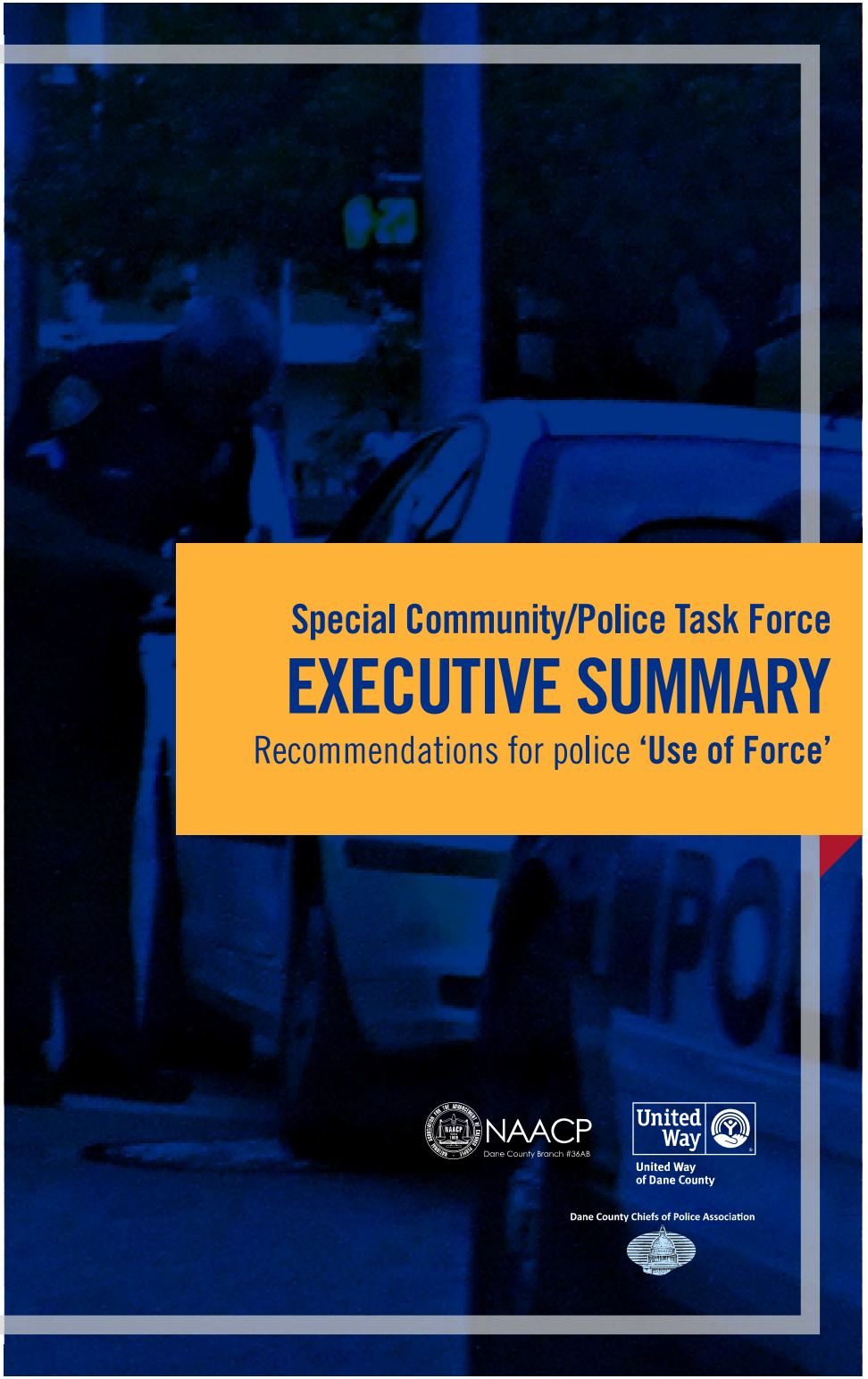
Special Community/Police Task Force:

Sue Riseling | UW-Madison Police Department, Chief | **Co-Chair**
Everett Mitchell |Christ the Solid Rock Baptist Church, Pastor | **Co-Chair**
Ruben Anthony, Ph.D. | Urban League of Greater Madison, President & CEO | **Co-Chair**
Chuck Foulke | City of Middleton Police Department, Chief of Police
Tamara Grigsby | Dane County, Community Relations Director
Amelia Royko Maurer | Community Activist
Dave Mahoney | Dane County Sheriff's Office, Sheriff
Harold Rayford | African American Council of Churches, President
Gloria Reyes | City of Madison, Deputy Mayor
Kristen Roman | City of Madison Police Department, Captain of Police
Theresa Sanders | Black Leadership Council
Luis Yudice | Madison Metropolitan School District, Coordinator of School Safety and Security
Jay Young | UWDC | Volunteer Center/United Way 211 Coordinator | **Staff**

NAACP Dane County Branch #36AB

United Way of Dane County

Dane County Chiefs of Police Association



Special Community/Police Task Force

EXECUTIVE SUMMARY

Recommendations for police **'Use of Force'**

NAACP Dane County Branch #36AB

United Way of Dane County

Dane County Chiefs of Police Association

Special Community/Police Task Force **Recommendations for police 'Use of Force'**

Call to Action: **Improve the safety for all involved in police/citizen interactions.**

WHY IT MATTERS: Many communities in the United States, including Madison, have experienced officer-involved fatal shootings. Public protests in response to these incidents highlight the need for greater communication between law enforcement agencies and communities of color, improved oversight and understanding of 'Use of Force' policies and practices.

Special Community/Police Task Force: A cross section of leaders across Dane County was convened to establish recommendations on the 'Use of Force' by law enforcement agencies.

- **This Task Force is Unique:** Never before have leaders from law enforcement, government and communities of color worked so closely together to collectively create strategies designed to improve the relationship between officers and communities of color.
- **This Task Force is Listening:** This group spent time with community members, listening to their concerns and used this input in its final recommendations.
- **This Task Force is Critical:** This task force was created to devise strategies that would improve the safety of everyone involved in police/citizen interactions.

Key Recommendations: The complete list of recommendations is found within the body of the complete report. The Executive Summary highlights a few, key Task Force recommendations.

Recommendations

1. Change Key Policing Practices to Reduce Police 'Use of Force'

A. Institutionalize major incident debriefings.
B. Create a system of data tracking and analysis.
C. Analyze the use of body cameras.
D. Explore/adopt restorative justice practices.
E. Expand the coaching role of sergeants, to include de-escalation.
F. Develop strategic partnerships to strengthen recruitment efforts.
G. Reward police GUARDIAN behavior.

2. Police Academy Training

A. Revise police academy training curriculum.
B. Train officers to become as competent in de-escalation as they are in weapons use.
C. Develop a policy and training on foot pursuits.
D. Train and emphasize the use of professional communications at all times.
E. Infuse Implicit Bias training throughout all aspects of officer training and continue throughout the career of all officers.
F. We call on the Governor to ensure that the State of Wisconsin's Law Enforcement Standards Board (LESB) is comprised of racially and ethnically diverse professionals and citizens to ensure that diverse perspectives are considered when establishing law enforcement standards and police academy training.
G. Government entities responsible for funding law enforcement agencies in Dane County should provide agencies with additional funding to improve the quality and frequency of officer training.

3. Engage and Educate the Community

A. Create greater public awareness and educate the community on safe interactions for all.
B. Consistently engage the broader community beyond the role of a Police and Fire Commission.
C. Develop genuine relationships with community leaders.

4. Ensure Officer Well-Being

A. Develop employee wellness programs focused on mental health, physical health and nutrition.
B. Use trauma-informed practices to identify and treat potential secondary trauma experienced by field officers.

Law Enforcement and Leaders of Color Collaboration:

This Collaboration aimed to discuss and improve relations between police and the community, following officer-involved fatal shootings across the nation. The NAACP and United Way of Dane County were asked by local law enforcement leaders to facilitate this Collaboration, which began in the fall of 2014.
The Collaboration created the ***Special Community/Police Task Force*** to analyze and offer recommendations on police 'Use of Force.'

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