

Members of the Law Enforcement and Leaders of Color Collaboration, as well as members of the Immigration and Refugee Task Force have agreed to make themselves available to discuss, explain, and support the implementation of these recommendations to law enforcement officers, representatives of municipal leadership, as well as residents throughout Dane County.

### IMMIGRATION AND REFUGEE TASK FORCE MEMBERS (IRTF):

**Karen Menéndez Coller** | Centro Hispano of Dane County, *Executive Director* | IRTF, *Co-Chair*

**Jeff Hook** | Dane County Sheriff's Office, *Chief Deputy* | IRTF, *Co-Chair*

**Masood Akhtar** | We Are Many - United Against Hate | *President/Founder*

**Clara Barbosa** | Madison Metropolitan School District, *Spanish Translator*

**Fabiola Hamdan** | Dane County, *Immigration Affairs Specialist*

**Greg Jones** | Dane County NAACP Branch 36AB, *President*

**Ananda Mirilli** | Wisconsin Department of Public Instruction, *Education Equity Consultant*

**Gloria Reyes** | City of Madison, *Deputy Mayor*

**Silvia Romero Johnson, Ed.D.** | MMSD, *Office of Multilingual and Global Education, Executive Director*

**Baltazar DeAnda Santana** | Orgullo Latinx, *Director*

**Kari Sasso** | UW-Madison Police, *Assistant Chief*

**Charles A. Tubbs, Sr.** | Dane County Emergency Management, *Director*

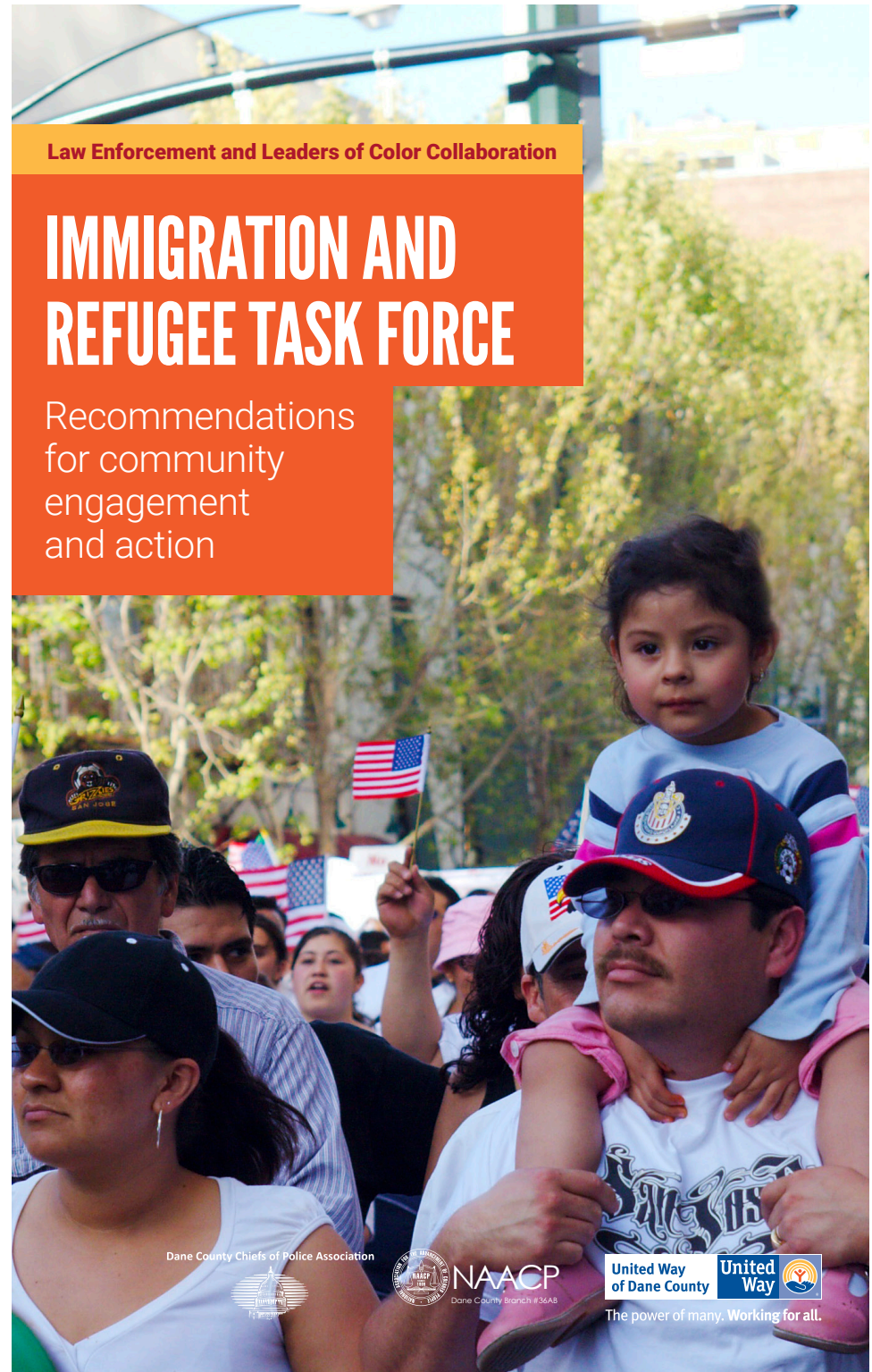
**Jim Wheeler** | City of Madison Police Department, *Captain*

**Joe Maldonado** | United Way of Dane County, *Director of Community Impact* | *Staff Liaison*

Law Enforcement and Leaders of Color Collaboration

# IMMIGRATION AND REFUGEE TASK FORCE

Recommendations  
for community  
engagement  
and action



Dane County Chiefs of Police Association



Dane County Chiefs of Police Association



United Way  
of Dane County



The power of many. Working for all.

# A call to action for law enforcement and governmental bodies in Dane County

**Why it matters:** In the fall of 2016, local immigration and refugee communities experienced a significant increase in anxiety, fear and unease which threatened family stability, trust in law enforcement, and overall community safety and well-being. Local law enforcement and non-profits asked the Law Enforcement and Leaders of Color Collaboration (*convened by the NAACP of Dane County and United Way of Dane County*) to evaluate trust between law enforcement and immigrant/refugee communities, similar to its Use of Force work. The Immigration and Refugee Task Force was created in summer 2017, and after a year of community listening sessions, research, and discussion, these are the Task Force's recommendations.

The divisive rhetoric used to isolate and stigmatize members of our Dane County community at the national level resulted in serious threats to local public safety. Widely reported examples of bullying at local high schools, children going to school to find their parents had been detained when they arrived home, and fear of driving, attending school meetings or reporting crime are all real examples of negative community impacts. The suggestion to the Law Enforcement and Leaders of Color Collaboration was for the development of a set of community-informed priorities outlining the most pressing, tangible next steps to build trust between law enforcement and immigrant/refugee communities in Dane County.

These recommendations are based on 30+ community meetings and 9 listening sessions across Dane County, and engagements with officers committed to service and justice. These final recommendations support deeper community engagement, including advocacy by law enforcement with the goal of supporting public safety for all.

*"Community policing objectives cannot be met if we are not inclusive and intentional about providing services and access to all. Regrettably, **we will never be able to build trusting relationships so long as there are constituents living among us who fear police contact(s)** which could lead to families being fractured and the specter of deportation. How can I, as a chief, truly report on the state of public safety in greater Madison, if there are people living in the shadows who are afraid to report crimes or who have been the victims of crime?"*

**Chief Mike Koval, Madison Police Department**

## HIGHLIGHTED RECOMMENDATIONS

The complete list of recommendations can be found within the body of the full report ([www.unitedwaydanecounty.org/IRTF](http://www.unitedwaydanecounty.org/IRTF)). This section of the Executive Summary synthesizes recommendations, in priority order:

### 1. Community Action - Advocate for State Driver's Card

A state driver's card would put the safety of all motorists ahead of the politics of immigration. Individuals would be required to pass a road exam issued by the DMV before receiving this card. As other states have done, this would make our roads safer and ensure more individuals are driving with adequate auto-liability insurance.

### 2. Community Engagement

Each jurisdiction should outline a formal community engagement strategy with its local community, including the immigrant and refugee communities. Growing skills in trust-building, relationship development and understanding the impact of law enforcement/civilian actions creates shared expectations and positive community outcomes. An engagement toolkit is included in the full report.

### 3. Organizational Capacity Building

There is an urgent need to emphasize context (demographics of neighborhoods, changing policies affecting immigrants and refugees, etc.) to better support our officers in their interactions with the immigrant and refugee community. Innovative pathways in to criminal justice careers must be prioritized to bolster diversity in recruitment efforts. Police jurisdictions must facilitate and implement cultural competence - including language fluency - in hiring, retention and promotion.

### 4. Community Action - Reducing OWI's

Reducing OWI's benefits the community as a whole, and reducing OWI violations for the immigrant community is particularly important. We recommend additional, culturally-responsive AODA supports for individuals seeking treatment, and recognition that jail bookings increase the likelihood of contact with Immigration and Customs Enforcement, even for individuals who have lived and worked in Dane County for decades.