

Law Enforcement and Leaders of Color
Collaboration

Immigration and Refugee Taskforce

Recommendations for community
engagement and action

Dane County Chiefs of Police Association



NAACP
Dane County Branch #36AB

United Way
of Dane County



The power of many. **Working for all.**

BACKGROUND

In the fall of 2014, during the aftermath of the officer-involved shooting that resulted in the death of an African American male in Ferguson, MO, The National Association for the Advancement of Colored People (NAACP) - Dane County Branch #36AB and United Way of Dane County were asked by local law enforcement leaders to convene a collaboration. The initial goal was to create and cultivate relationships between leaders of law enforcement agencies and leaders of communities of color across Dane County. Naming themselves the 'Law Enforcement and Leaders of Color Collaboration', the group began meeting regularly in the winter of 2014. The following list identifies members of the current Collaboration:

Law Enforcement and Leaders of Color Collaboration (LELCC):

Greg Jones | Dane County NAACP Branch 36AB, President | **LELCC, Co-Chair**
Renee Moe | United Way of Dane County, President and CEO | **LELCC, Co-Chair**
Ruben Anthony, Ph.D. | Urban League of Greater Madison, President and Chief Executive Officer
Joe Balles | Madison Metropolitan School District, Coordinator of School Safety and Security
Matthew Braunginn | Center on Wisconsin Strategy, Senior Associate
Jennifer Cheatham | Madison Metropolitan School District, Superintendent
Chuck Foulke | City of Middleton Police Department, Chief
Jeff Hook | Dane County Sheriff's Office, Chief Deputy
Michael Johnson | Boys and Girls Clubs of Dane County, President, CEO
Mike Koval | City of Madison Police Department, Chief
Dave Mahoney | Dane County Sheriff's Office, Sheriff
Karen Menéndez Coller | Centro Hispano of Dane County, Executive Director
Everett Mitchell | Dane County Circuit Court, Judge
Leslie Orrantia | UW-Madison, Community Relations Director
Harold Rayford | African American Council of Churches, President
Gloria Reyes | City of Madison, Deputy Mayor
Kristen Roman | UW-Madison Police, Chief
Floyd Rose | 100 Black Men of Madison, Inc., President
Theresa Sanders | Black Mothers, Member
Wesley Sparkman | Dane County – Tamara Grigsby Office for Equity and Inclusion, Director
Charles A. Tubbs, Sr. | Dane County Emergency Management, Director
Jim Wheeler | City of Madison Police Department, Captain
Keetra Burnette | United Way of Dane County, Sr. Director of Stakeholder Engagement | **Staff Liaison**

INTRODUCTION

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 LELCC to evaluate trust between law enforcement and immigrant/refugee communities. The LELCC responded to this Call to Action by launching an 'Immigration and Refugee Task Force', (IRTF) made up of leaders of law enforcement agencies leaders of immigrant and refugee communities. The IRTF met 30+ times and held a total of 9 listening sessions across Dane County. The listening sessions were attended largely by the Latino community. This came as no surprise given the size of its population in Dane County (over 100% growth in Dane County between 2000-2010). After a year of facilitating community engagement activities and conducting research, the IRTF developed the recommendations shared in this report, as ways to build trust, reduce fear, and establish lines of communication between law enforcement and immigrant/refugee communities. The following list identifies members of the IRTF:

Immigration and Refugee Task Force (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**

WHY IT MATTERS

We recognize the present elevated fear among immigrant and refugees in Dane County. In recent months we have heard from so many we serve about the impact this fear has had on their ability to access the most essential safety-net services, from public health, to schools, to interactions with public safety. It is clear that when our most fragile communities are in fear, our agenda towards advancing a more equitable community stalls, and so we saw it as very important to create this Immigration and Refugee Task Force.

A variety of national, state, and local actions and policies have created increased fear among immigrant and refugee communities, including:

- Very specific, derogatory language singling out and targeting immigrants and refugees has emerged since the November 2016 election.
- Federal and statewide legislation has been proposed and enacted that severely impacts the work of law enforcement and further alienates at-risk populations in our Dane County community, including:
 - A ban on immigration from 6 mainly Muslim countries, including: Chad, Iran, Libya, Somalia, Syria, and Yemen.
 - The end to temporary protective status (TPS) for El Salvadoreans, which impacts 200,000 beneficiaries who stand to be deported nationally. TPS is intended to protect foreign nationals in the U.S. from being returned to their home countries after catastrophic incidents (extreme violence, disease, or death), which are still present in El Salvador.
 - As of September 5th, 2017, DACA (Deferred Action for Childhood Arrivals) was terminated, pending the decision of court injunctions. DACA impacts about 800,000 young adults that were protected under the DACA program.
- Police actions and initiatives are often influenced and sometimes directed by federal and state legislation. Often federal or state grants and dollars are specifically targeted to sway police decision-making.
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- Implementation of 287 (g), a piece of legislation, which requires local law enforcement to cooperate and collaborate with U.S. Immigration and Customs Enforcement (ICE), was struck down in Milwaukee. However, the Waukesha County Sheriff's Office is currently listed on the government's ICE website as a participant in the policy, as willing to inform and arrest on behalf of ICE, in an effort to speed up deportation and immigration policy processes.
- Police Departments across Dane County lack racial and ethnic diversity. This represents a significant burden on the few officers who feel they must be the voice and connection with immigrants and refugees for their entire jurisdictions.
- While immigrant community enclaves (primarily of Latino descent) exist in the City and Town of Madison and in the neighborhoods on the northern edge of Fitchburg, there is a growing percentage in greater Dane County including Marshall and Sun Prairie.

With heightened sensitivity, the IRTF, through its recommendations, supports our community's request for a Call to Action for greater, more intentional efforts to build trust between law enforcement and immigrant and refugee communities, and asks for dedicated resources to improve the capacity for this work

The IRTF recommendations, which were finalized in March 2018, were presented to the community, the LELCC, and the Dane County Chiefs of Police Association (DCCOPA) for review. The recommendations are now being made public with a Call to Action for all law enforcement and governmental bodies in Dane County (to which they report) to examine and align around the issues, including those that have budget considerations, e.g. hiring and promotion.

RECOMMENDATIONS

1. COMMUNITY ACTION – ADVOCATE FOR STATE DRIVER'S CARD

The immigrant community in Wisconsin is affected by several laws that are meant to intentionally limit its growth and potential. An overwhelming central theme that emerged from our community listening sessions was the desire for a driver's license in WI to not be tied to immigration status. Currently, Wisconsin does not provide universal access to a driver's license. A persistent source of fear for those in the immigrant community and law enforcement officers is interactions between law enforcement and a driver that is driving without a driver's license. **Both officers and community members expressed significant concerns about the impact of citations on potential immigration status.**

Because of the significance of this theme across all conversations, the Immigration and Refugee Task Force strongly supports a role for state advocacy when it comes to key policy level issues, to reaffirm community support and for increased community engagement. A state-issued driver's card, or a transportation card, must be accessible without proof of immigration status, as is the case in 12 other states and the District of Columbia; legislation must be supported. In 2005, Wisconsin legislation made state law compliant with federal law under the REAL ID Act. In an effort to curb terrorism, the REAL ID Act required states to only issue identification cards or driver's licenses to U.S. citizens or those with legal status.

We recommend that the Dane County Chiefs of Police Association actively seeks ways to engage State Representatives and advocate for advancing legislation that would provide a driver's card. The population growth in the Latino community and in the employment sector outside of greater Madison is substantial, encouraging commuting across and beyond Dane County. If a state-issued driver's card were to be approved, the legislation should state that law enforcement officers not ask drivers about their immigration status. A driver's card should not be viewed as a pathway to circumventing the law, rather it would be limited in scope to the safe operation of a motor vehicle, with the added benefit of providing a revenue stream for the State of Wisconsin through required fees.

A driver's card would also ensure there is a competency-based driving test (i.e. written test, practical road test), so that driving is safer for all. **Free driver's education should be accessible and offered to all** - in person or online, for youth and adult, in different languages, and in collaboration with school districts to utilize parent engagement efforts. The IRTF recommends that the Department of Transportation, in partnership with police, prioritize supporting free community driver's education classes (Basic Drivers' Education and Moving Violations), given its Zero Deaths agenda. This would benefit not only immigrants, but also the community at large.

2. COMMUNITY ENGAGEMENT

Listening sessions and conversations between community members and police over the last several months have confirmed there is no formal strategy for community engagement to dispel myths, validate truth, and reinforce trust. While not all Dane County jurisdictions are endorsing alignment of police with immigration authorities, listening sessions have confirmed that news reports of any police aligning with Immigration and Customs Enforcement (ICE) fosters a significant sense of fear. Law enforcement must urgently become embedded in the community they work in and in the day-to-day lives of the people whom they support. To be effective, trust building should be prioritized daily, and should be tended to regularly not just during annual events and gatherings. An engagement toolkit is included in the full report.

- 2.1. Several strategies can be implemented to fulfill this work, including:
 - a. Identify community members to serve as Community Advisors to Law Enforcement, focusing on relationship building, setting community priorities for a jurisdiction or region, and identifying gaps in trust;
 - b. Implement ongoing quarterly community meetings as a means of retaining trust and connection across neighborhood communities;
 - c. At minimum, allow neighborhood officers to emphasize the personal (i.e. encourage officers to attend community events in plain clothes), not only the professional, to foster a connection with the community.

In the future, the IRTF recommends a permanent Immigrant and Refugee Action Coalition that emerges from the IRTF, becoming the first in Dane County. The Immigrant and Refugee Action Coalition would commit to meeting quarterly as well as serving as a formal liaison to jurisdictions across Dane County:

- To continue dialogue and support the proper understanding of the recommendations before implementation and communication with the greater community;
- To continue to seek input from the community on rapidly changing community needs and challenges;
- To seek non-partisan support to implement policy recommendations;
- To discuss ways to expand this model to other counties in the state once our Dane County model is perfected;
- To engage media to educate the general public about our progress and encourage them to promote immigrants' and refugees' success stories.

3. ORGANIZATIONAL CAPACITY BUILDING

- 3.1. Prioritize "policing context" in professional development
 - a. There are many existing Dane County resources, and they should be maximized (see Appendices). Utilize community resources working with immigrant communities when creating pre-service, in-service, specialized trainings, or annual trainings that focus on equity and inclusion.
 - b. An equity and inclusion lens should be integrated into day-to-day policing practices to increase officer knowledge of pressing policy issues affecting trust with the community.
 - 3.1.b.1. **Daily communications** should take time to assess demographic data, engaging officers in discussion as to visible patterns for arrests, citations, etc., exploring the root causes of why differences exist.
 - 3.1.b.2. **Daily briefs** should touch on national news impacting immigrant and refugee communities.
 - 3.1.b.3. 'Teachable moments' on issues related to immigrants or refugees should be incorporated throughout **programs and procedures**.
 - 3.1.b.4. **Tactical sessions** should include scenario trainings with diverse individuals, including varying immigration statuses, to explore unconscious bias.
- 3.2. Innovative Career Paths into Criminal Justice Careers

Through a Personalized Pathways Initiative, four high schools in the Madison Metropolitan School District (MMSD) are prioritizing an effort that will allow students to deeply explore and engage in opportunities within a specific subject area both inside and outside of school. Core content classes in high school revolve around a central theme. To date, pathways include a Health Services Pathway (2016-2017) and Informational Technology (2017-2018). Key anchor institutions supporting this work include the City of Madison, County of Dane, Madison College and UW - Madison.

The IRTF recommends prioritizing the development of a Criminal Justice Pathway for youth in Dane County, including tracks for entering law enforcement, becoming a paralegal, working towards law school, and other relevant pathways.

Current neighborhood officers could play a key role in engaging families and neighborhoods via a pathway. Outreach efforts to date have included summer-programs, academies, and soccer leagues; all worthwhile efforts but not embedded enough in the community to make a substantial gap in diversifying recruitment into the profession.

- 3.3. Facilitate and implement cultural competence in hiring and promotion
 - a. Prioritize internal language capacity for improved cultural competence.
 - 3.3.a.1. Position descriptions should advertise for bilingual status as an asset for hire.
 - 3.3.a.2. Positions must advertise a specific pay grade that compensates for language fluency as a valuable qualification.
 - 3.3.a.3. Language fluency should move from being self-reported, to being tested at the time of hire.
 - 3.3.a.4. Defining and assessing adequate communication skills, including language fluency should be prioritized as part of the promotional process.
 - b. Officers in programs such as Amigos en Azul should be leveraged internally as departmental equity liaisons. [In Madison, Amigos En Azul, an active initiative since 2002, focuses on outreach to the Latino community involving officers knowledgeable in issues affecting the immigrant community. Officers participate in a number of events throughout the County.]
 - 3.3.b.1. Liaisons could serve as internal champions on immigrant and refugee issues.
 - 3.3.b.2. Officers could serve as mentors to incoming recruits.
 - 3.3.b.3. Staff efforts at diversity and retention would be strengthened using a “mentored” rather than an individualized hiring approach.
 - c. Incentivize the professional advancement of recruits as internal equity liaisons
 - 3.3.c.1. Participation as an equity liaison should not be ignored and must be accounted for in promotional processes.
 - 3.3.c.2. A promotional structure should be developed that validates and incentivizes the role of equity liaisons, with proper compensation, evaluated on an annual basis.

4. COMMUNITY ACTION - REDUCING OWI's

Binge drinking and alcohol use disorders have been documented nationally to be significantly greater for Latinos when compared to non-Latino Whites. During our listening sessions, second to not having access to a driver's license, Operating While Intoxicated (OWI) citations were a consistent theme underlying stories of interactions with law enforcement.

Latinos when compared to non-Latino Whites are also less likely to seek treatment for Alcohol and Other Drug Abuse (AODA), and to experience more barriers to accessing and engaging in services. These communities also report less access to high-quality/comprehensive services, receive fewer visits, remain in treatment for shorter periods of time, and are less satisfied. They more frequently report unmet service needs, resulting in greater recidivism.

In Wisconsin, culturally appropriate services for AODA are scarce. In Madison, for example, there are 3 facilities providing AODA services within 5-25 miles and 6 within 50 miles. Barriers to prevention are concerning and can influence the rise of the incidence of multiple OWIs, which may result in serious consequences for immigrants already at risk because of documentation status. Furthermore, this represents a pressure point for developing trust between law enforcement and immigrant and refugee communities.

- 4.1. Culturally appropriate AODA supports in the community should be promoted to empower through knowledge and prevention.
 - a. **AODA support services must be linguistically appropriate.** As a way to reduce the number of drivers convicted of a second or higher OWI charge, each jurisdiction should guarantee sufficient capacity to provide Group Dynamics courses in multiple languages. This course is generally for drivers who have been convicted of a first OWI offense.
 - b. Depending on immigration status those driving without a driver's license are risking more than simply a fine, and these risks should be outlined. In order to be able to address issues impacting the immigrant community, innovative venues could serve as an important partner for prevention - nightclubs, community centers, etc. – as well as workshops, and the development of a **public media campaign**.

Jail bookings still represent the greatest risk of contact with ICE since federal legislation requires fingerprinting and confirmation of background status with a federal registry. Law enforcement agencies are required to hold an OWI offender in jail for 12-hours but can also release an offender to a responsible party.

- To avoid a booking and avoid having documentation status revealed at the time of booking, all drivers should be extremely diligent of having identifiable information for an emergency contact that can be reached at all times, and who can travel to a given location and be willing to take responsibility after an OWI offense. Contact information for any emergency contacts should be kept accessible and visible at all times.
- Additionally, **equity liaisons could be helpful in developing a network of volunteer community members who would be available to provide “safe rides,” as well as take on the responsibility of a driver, following an OWI offense.**

CONCLUSION

While analyzing the need for greater trust between law enforcement and immigrant and refugee communities, three areas were identified as key barriers to strengthening relationships between the groups: lack of strategic community engagement by law enforcement both in neighborhoods and with policy makers, much needed organizational capacity around diversity and inclusion, and the need for broad community action surrounding the most pressing needs for immigrants and refugees.

The Immigration and Refugee Task Force (IRTF) engaged in an extensive community engagement process to listen, learn, and develop community-informed recommendations for improved trust between law enforcement and immigrant and refugee communities.

Over a series of 30+ meetings, and 9 community listening sessions, the Immigration and Refugee Task Force met and developed recommendations meant to support trust which when implemented will enhance the relationship between the police and communities, especially communities of color. Additionally, when adopted, these recommendations will assist in keeping police officers and members of the public safer, enhancing the quality of life for everyone within Dane County.

The IRTF feels this body of work represents an important first step in issuing holistic recommendations to suppress fear, strengthen trust, and reaffirm an atmosphere of safety and protection for all. Depending on community composition, Dane County jurisdictions must prioritize these recommendations by continuing to engage with and seek perspectives from other immigrant groups, while specifically addressing the needs of the refugee community in Dane County jurisdictions. After careful and thorough discussion, the Immigration and Refugee Task Force offers the following recommendations, in order of priority, to all law enforcement agencies in Dane County, as well as all governmental bodies to whom they report.

A CALL TO ACTION AND NEXT STEPS FOR LEADERSHIP IN EACH POLICE DEPARTMENT IN DANE COUNTY

- 1. Share this report internally and solicit feedback.**
- 2. In partnership with leaders within your community, determine which recommendations you will implement in your community now, and in the future, and create corresponding budget and implementation plans. Engage elected officials, request approval and support for budget and implementation plans.**
- 3. Continue to nurture a system of community engagement, creating consultative relationships with diverse leaders in the community. Seek the support from resources as needed. Develop a systematic way to involve, consult, and learn from and with these leaders, but do not let this be a substitute for engagement of the greater immigrant and refugee community in your jurisdictions.**

A CALL TO ACTION AND NEXT STEPS FOR LEADERSHIP IN ALL SEGMENTS OF THE COMMUNITY

- 1. Share this report with community groups and solicit their feedback.**
- 2. In partnership with community leaders, get engaged and develop working groups for implementation of key community recommendations.**
- 3. Through community working groups, continue to participate, and collaborate with police on the implementation of recommendations, especially in the case of OWIs and safe driving in WI.**

Members of the LELCC, as well as members of the IRTF have agreed to make themselves available to discuss, explain, and support the implementation of the IRTF's recommendations to law enforcement officers, representatives of municipal leadership, and residents throughout Dane County.

Appendix A

Leaders from Communities of Color and Law Enforcement Leaders Immigration Task Force	
Sponsor	Leaders from Communities of Color and Law Enforcement Leaders
Background	We recognize the present elevated fear among immigrant and refugees in Dane County. In recent months we have heard from so many we serve about the impact this fear has had in access to the most essential of safety-net services, from public health, to schools, to interactions with public safety. It is clear that when our most fragile communities are in fear, our agenda towards advancing a more equitable community stalls, and so we saw it was very important to create this Immigration Task Force.
Purpose/Goal	The main goal of the Immigration Task Force is to identify key recommendations, which will build trust and establish lines of communication between law enforcement and the immigrant and refugee communities in order to reduce fear.
Timeline	<ul style="list-style-type: none"> Press Conference to announce the creation of the task force: June 16 PHASE ONE: <ul style="list-style-type: none"> Nine community engagement events: June to March 2017 PHASE TWO: <ul style="list-style-type: none"> Task Force develops recommendations: October 2017 to March 2018 Task Force presents recommendations to larger LELCC: April 2018
Objectives	<ul style="list-style-type: none"> In partnership with news media and radio, to hold multiple community engagement sessions in schools and community centers including open mics, community dialogues, interviews, panels, etc. to learn about the impact of changing immigration-related policies on perceptions of law enforcement practices. The target audiences are refugee and immigrant families (documented and undocumented) These interactions, with a focus on immigration, will be essential for correcting misinformation in the community as well as shaping future recommendations regarding policing practices, to be released by the Leaders from Communities of Color and Law Enforcement Leaders.
Composition	<p><u>Immigration and Refugee Task Force (IRTF):</u></p> <p><i>Karen Menéndez Coller</i> Centro Hispano of Dane County, Executive Director IRTF, Co-Chair</p> <p><i>Jeff Hook</i> Dane County Sheriff's Office, Chief Deputy IRTF, Co-Chair</p> <p><i>Masood Akhtar</i> We Are Many - United Against Hate, President/Founder</p> <p><i>Clara Barbosa</i> Madison Metropolitan School District, Spanish Translator</p> <p><i>Fabiola Hamdan</i> Dane County, Immigration Affairs Specialist</p> <p><i>Greg Jones</i> Dane County NAACP Branch 36AB, President</p> <p><i>Ananda Mirilli</i> Wisconsin Department of Public Instruction, Education Equity Consultant</p> <p><i>Gloria Reyes</i> City of Madison, Deputy Mayor</p> <p><i>Silvia Romero Johnson, Ed.D.</i> MMSD, Office of Multilingual and Global Education, Executive Director</p> <p><i>Baltazar DeAnda Santana</i> Orgullo Latinx, Director</p> <p><i>Kari Sasso</i> UW-Madison Police, Assistant Chief</p> <p><i>Charles A. Tubbs, Sr.</i> Dane County Emergency Management, Director</p> <p><i>Jim Wheeler</i> City of Madison Police Department, Captain</p> <p><i>Joe Maldonado</i> United Way of Dane County, Director of Community Impact Staff Liaison</p>

Appendix B

KEY GOALS OF FORUMS:

1. Promote the work of the LELCC
2. Plan and share information regarding the Immigration and Refugee Task Force and Intended Recommendations to Law Enforcement (Deadline December 2017)
3. Share list of local resources available to assist families: Dane County Executive's Legal Aid Fund, Madison Metropolitan School District's FAQs, etc.
4. Share local law enforcement responses to critical questions regarding National Immigration orders
5. Gauge response of immigrants and refugees, to identify their needs and how the LELCC can work to address them
6. Establish the foundation for on-going annual community forums to strengthen trust and transparency between community and law enforcement.

SESSION 1:

Timeline: June 8, 2017

- Community Partner(s): Dane County Chiefs of Police Association
- Audience: Dane County Police Chiefs – Sun Prairie, McFarland, Verona, Waunakee, Town of Madison, City of Madison
- Representatives: Karen Coller, Kari Sasso, Gloria Reyes, Ananda Mirilli, Jeff Hook, Baltazar DeAnda Santana, and Kate Berry (note taker)
- Goals: To explain goals of IRTF to illicit initial feedback and experiences on the topic. Key concerns included that interactions vary across jurisdictions – some have no connections, others have been wanting more interactions, there is a lot of uncertainty in the law enforcement too, because of the lack of knowledge regarding policies, impact

SESSION 2:

Timeline: July 6, 2017

- Community Partner(s): Centro Hispano
- Audience: Immigrants in Madison
- Representatives: Chief Koval, Sheriff Mahoney, Asst Chief Sasso, Chief Anhalt, Deputy Chief Bates, Chief Foulke
- Goals: To understand the immigrant community's experiences with law enforcement, answer questions regarding federal immigration orders, clarify facts and stance of law enforcement. Key concerns included lack of access to drivers' licenses, lack of translation services

SESSION 3:

Timeline: July 19, 2017

- Community Partner(s): Latino Support Network, Catholic Multicultural Center
- Audience: Latino Service Providers
- Representatives: Masook Akhtar, Karen Coller, Jeff Hook, Captain Jim Wheeler, Assistant Chief Kari Sasso
- Goals: To develop buy-in from service providers as we try and expand reach to communities outside Madison and into Dane County and to hear perception regarding the relationship that immigrants and refugees have with law enforcement. Noted was an on-going fear, translation resources need to be strengthened, there needs to be greater cultural competency and understanding of the dynamics underlying the immigrant experience (mental health experiences of the community, etc.)

SESSION 4:

Timeline: August 3, 2017

- Community Partner(s): United Against HATE (Host)
- Audience: Refugee Community in Mt. Horeb, Wisconsin
- Representatives: Sheriff Mahoney
- Goals: To hear from refugees about their experiences with law enforcement

SESSION 5:

Timeline: August 24, 2017

- Community Partner(s): Sunshine Place, Westside Elementary School
- Audience: Newer immigrant and refugee communities in Sun Prairie
- Representatives: Chief Anhalt and law enforcement representatives from Sun Prairie, Karen Coller
- Goals: To hear from immigrants and refugees in Sun Prairie about experiences with law enforcement, share knowledge, develop trust

SESSION 6: Timeline: October 24, 2017

- Community Partner(s): Leopold Community School
- Audience: Immigrant and refugee communities in Fitchburg, Wisconsin
- Representatives: Deputy Chief Bates and law enforcement representatives from Fitchburg, Karen Coller, Renee Moe
- Goals: To hear from immigrants and refugees in Fitchburg about experiences with law enforcement, share knowledge, develop trust. Lack of accessible driver's license dominated the conversation. Community also emphasized inconsistencies in policing practices, judgment when issuing citations.

SESSION 7: Timeline: February 2018

- Community Partner(s): La Movida Radio
- Audience: Listeners across Dane County
- Representatives: Karen Coller and Chief Koval
- Goals: To illicit feedback on recommendations to date, and feedback on issues of trust, experiences with immigrant and refugee communities. Driver's licenses became the sole focal point of the 1-hour show.

SESSION 8-9: Timeline: March 2018

- Community Partner(s): City of Middleton & City of Fitchburg Police Departments
- Audience: Middleton and Fitchburg Police Officers
- Representatives: Kari Sasso and Karen Coller, joined by Captain John Patterson & Centro Southside Police Advisory Board Member (guests)
- Goals: To illicit feedback on recommendations to date, and illicit further feedback on issues of trust, experiences with immigrant and refugee communities. Officers acknowledged fears when interacting with members of the immigrant community during traffic citations, supported cultural competency as a validated competency for promotion, referred to lack of knowledge around DACA, and immigration policies at the federal level.

Appendix C: Brief on Immigration Policy

Most immigrant visas are offered through a family-based petition or an employer-based petition. With the family-based visa, a relative who is a U.S. citizen or legal permanent resident will have filed a petition on behalf of the individual wishing to enter the U.S. An employer-based visa is similar, but hinges on an employment offer in the U.S. For each of the processes, the petition must be approved before one is able to apply for the visa they wish to receive; both processes require a medical exam and an interview with United States Citizenship and Immigration Services (USCIS). The current estimated wait time for an immigrant visa is more than 1 year.

Individuals may also apply via the Diversity Visa Lottery program. This program offers a random drawing for immigrant visas for citizens whose country of origin has low immigration rates to the U.S.

Recently, Deferred Action for Childhood Arrivals (DACA), a type of relief from deportation for young people who were brought to the U.S. undocumented as minors has been halted by the Trump Administration. DACA was not a visa or a pathway to citizenship. The program offered young people the opportunity to have a temporary legal status, allowing them a legal work permit and social security number, without the fear of deportation.

U.S. deportation policies have shifted in recent years. Although there was a significant increase in deportations during the first term of President Obama's Administration, numbers dropped during his final 3 years in office. President Obama's deportation policy focused on location and criminal records. The administration was not as interested in legal action against immigrants whose only crime was to reside in the U.S. undocumented; but upon individuals nearer to the U.S.-Mexico border who had committed crimes.

However, the focus of the Trump administration's deportation policy seems to be on efficiency. Typically, undocumented immigrants facing deportation wait years for a court date. However, Attorney General Jeff Sessions recently unveiled a 'quota' system to pressure U.S. judges to clear the backlog of more than half a million cases currently pending before the Executive Office of Immigration Review. This approach to immigration policy not only showcases the desperate need for process reform, and investment in resources and personnel that would facilitate a fairer immigration policy in the U.S., it also implies that under the Trump Administration, attempting to meet 'quotas' could result in thousands of immigrants not getting a fair opportunity to have their day in court.

Sources:

<https://www.ice.gov/287g>

<https://www.usa.gov/enter-us#item-213657>

<http://www.latimes.com/politics/la-na-pol-immigration-quotas-20180402-story.html>

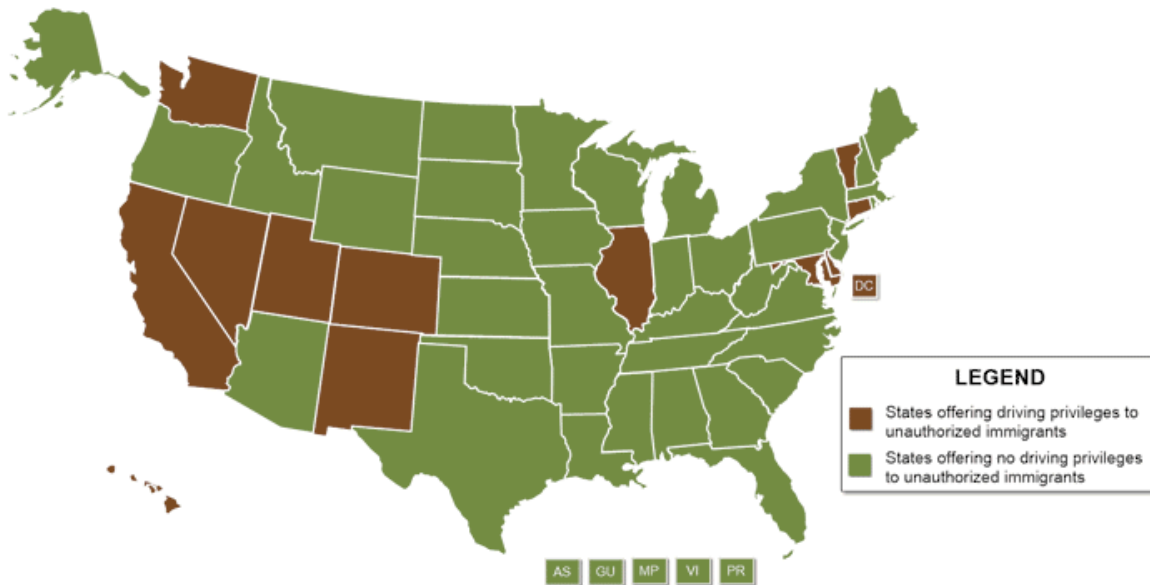
<https://www.npr.org/2016/08/31/491965912/5-things-to-know-about-obamas-enforcement-of-immigration-laws>

Appendix D: Brief on State Drivers License Initiatives

Overview

Currently, 12 U.S. states and D.C., have implemented legislation that allow driver's licenses to be issued to undocumented immigrants.

Figure 1. States issuing driver's licenses to undocumented immigrants (<http://www.ncsl.org/research/immigration/states-offering-driver-s-licenses-to-immigrants.aspx>)



The following six states offer examples of the types of legislation and requirements implemented to issue driver's licenses for undocumented immigrants.

California (A 60)

- 'Requires the DMV to issue driver's licenses to individuals who are ineligible for a Social Security Number, if the required documentation is provided.' (<http://www.ncsl.org/research/immigration/states-offering-driver-s-licenses-to-immigrants.aspx>)
- Went into effect in January 2015.
 - A recent study found that following the implementation of the above legislation, there were roughly 4,000 fewer hit-and-run accidents in California. Researchers estimated that the state as a whole saved more than \$3 million in property damage costs because of this decrease. (<http://www.pnas.org/content/pnas/early/2017/03/28/1618991114.full.pdf>)
 - A key implication of the study's findings was that issuing licenses to undocumented immigrants may improve overall traffic safety.
 - Part of the interpreted rationale for these statistics, were explained by researchers as being a result of undocumented immigrants not fleeing the scene of traffic incidents, because they had valid driver's licenses and authorities are not required to investigate immigration status.

Colorado (S 251)

- 'Allows individuals to qualify for a driver's license, instruction permit or identification card, despite the individual not being lawfully present or being only temporarily lawfully present in the United States if certain conditions are met, such as providing state tax returns.' (<http://www.ncsl.org/research/immigration/states-offering-driver-s-licenses-to-immigrants.aspx>)
- Went into effect August 2014.

Illinois (S 957)

- 'This law allows the Secretary of State to issue a temporary visitor's driver's license to an individual who has resided in Illinois for a specified time, but is ineligible to obtain a Social Security number, and unable to prove lawful presence. A valid, unexpired foreign passport or consular identification document from their country of citizenship are acceptable forms of identification.' (<http://www.ncsl.org/research/immigration/states-offering-driver-s-licenses-to-immigrants.aspx>)
- Went into effect November 2013.

Nevada (S 303)

- 'Creates a driver's authorization card and allows applicants, regardless of legal status, to provide birth certificates or passports issued by a foreign country as proof of identity. This law also prohibits the release of information relating to legal status for purposes relating to the enforcement of immigration laws.' (<http://www.ncsl.org/research/immigration/states-offering-driver-s-licenses-to-immigrants.aspx>)
- Went into effect January 2014.

New Mexico (H 173)

- 'Allows the Department of Motor Vehicles to accept tax identification numbers as a substitute for a Social Security number regardless of immigration status.' (<http://www.ncsl.org/research/immigration/states-offering-driver-s-licenses-to-immigrants.aspx>)
- Went into effect in 2003.
 - The number of uninsured vehicles decreased following the implementation of H 173.

Utah (S 227)

- 'Establishes a one-year driving privilege card for undocumented immigrants. Applicants without a Social Security number must prove Utah residency for six months and provide a tax ID number. The card is expressly prohibited from being used for any identification purposes by a governmental entity.' (<http://www.ncsl.org/research/immigration/states-offering-driver-s-licenses-to-immigrants.aspx>)
- Went into effect March 2005.
 - There was a decrease in the number of uninsured motorists and fatal car accidents following the implementation of S 227.

Analysis:

- The only comprehensive study conducted to assess the effects of legislation that allows driver's licenses to be issued to undocumented immigrants, was completed by researchers from the Stanford Immigration Lab in California.
- One of the key points raised by these researchers was the 'absence of facts' in the debate over whether undocumented immigrants should be issued driver's licenses – need for more evidence on impact of implementation.
- A comparison between Utah and New Mexico, found that following each state's implementation of legislation allowing driver's licenses to be issued to undocumented immigrants, had correlated with a decrease in the number of uninsured drivers and fatal accidents.
- The general trends seen to correlate with states' implementation of legislation allowing driver's licenses to be issued to undocumented immigrants, imply a positive impact on overall traffic safety; the number of uninsured motorists, property damage costs, the likelihood of individuals likely to flee the scene of a traffic accident-
- Restrictions on obtaining driver's licenses have negatively impacted some U.S. citizens.
 - The requirement to proof U.S. citizenship in order to obtain a driver's license has made it difficult for millions of Americans who do not have such documents readily available.
- States should support and implement practical regulations regarding the issuance of state IDs and driver's licenses-

Figure 2 below outlines some suggestions previously proposed by the National Immigration Law Center.

- States should require proof of **state residency** to ensure that only state residents can obtain a driver's license or state ID card.
- States should implement internal antifraud mechanisms to better identify false documents.
- States should implement photo comparison technology to compare existing images with each other and compare new images to those on file.
- States should counter the buying and selling of fake IDs, by imposing harsh penalties on those who produce, distribute, or purchase them.
- States should appoint a task force or commission, that includes members of the community, to study the following issues related to state driver's license and identification card policy:
 - Procedures for issuing driver's licenses, including a review of the current documents (including foreign documents) acceptable to prove identity and state residency.
 - Mechanisms for strengthening the state residency requirement.
 - The impact of uninsured and unlicensed drivers on insurance premiums, hit-and-run accidents, law enforcement resources, and the judicial system.
 - The impact of unlicensed drivers on public safety, including community policing efforts.
 - The impact of immigration status-related driver's license restrictions on lawfully present immigrants and foreign-born U.S. citizens.

Figure 2. Suggestions for effective state practices regarding driver's license- National Immigration Law Center

Resources (articles, documents, web sites, etc.):

- National Immigration Law Center 'Toolkit' site offering fact sheets, talking points, policy analysis.
 - <https://www.nilc.org/issues/drivers-licenses/dlaccess toolkit3d/#general>
- Providing driver's licenses to unauthorized immigrants in California improves traffic safety- Stanford study
 - <http://www.pnas.org/content/pnas/early/2017/03/28/1618991114.full.pdf>
- Comparison of States with similar Driver's License Statutes- Utah, New Mexico, Washington
 - <https://www.nilc.org/wp-content/uploads/2015/11/IL-Comparison-of-States.pdf>
- States Offering Driver's Licenses to Immigrants- National Conference of State Legislatures
 - http://www.ncsl.org/documents/immig/DL_EnactedTable_July2015.pdf
- Facts about The Impact of Driver's License and Identification Card- Restrictions on U.S. Citizens and Lawfully Present Immigrants
 - https://www.nilc.org/wpcontent/uploads/2015/11/restrictions_impact_USCs_2008-02-20.pdf
- 'Should States Give Driver's Licenses to Unauthorized Residents?'
 - <https://www.gsb.stanford.edu/insights/should-states-give-drivers-licenses-unauthorized-residents>
- 'California law granting driver's licenses to undocumented immigrants reduces hit-and-runs, Stanford report says'
 - <https://www.mercurynews.com/2017/04/03/california-law-granting-drivers-licenses-to-undocumented-immigrants-reduces-hit-and-runs-stanford-report-says/>

Appendix E

DANE COUNTY CHIEFS OF POLICE ASSOCIATION

Chief Charles Foulke, President
Middleton Police Department

Chief Andrew Rose, Vice President
Blue Mounds Police Department

Chief James "Harry" Barger, Past
President
Brooklyn Police Department



Lt. Sara Deuman, Treasurer
Monona Police Department

Assistant Chief Kari Sasso, Secretary
University of Wisconsin Police Department

February 9, 2017

The Dane County Chiefs of Police Association wants to reassure people who live, work, attend school, drive through or visit our communities that Law Enforcement Officers do not routinely ask people they are in contact with what their immigration status is. Law Enforcement Officers in Dane County do not detain or arrest people solely for suspected violations of immigration laws.

Being practitioners of Community Policing, we realize the chilling effect that the threat of deportation has on people of the immigrant community. We want all people to feel comfortable working with the police, reporting crimes, being witnesses and otherwise participating in everyday activities in our communities.

We are aware that recent events have spread fear and uncertainty to our refugee and immigrant community and it is our intent by releasing this statement to reassure everyone that the right to receive services from Dane County Law Enforcement is not dependent on their immigration status.

Chief Charles Foulke
Middleton Police Department
608/824-7305
Dane County Chiefs of Police Association-President

On behalf of the Dane County Chiefs of Police Association:

Belleville Police Department
McFarland Police Department
Blue Mounds Police Department
Middleton Police Department
Brooklyn Police Department
Monona Police Department
Capitol Police Department
Mount Horeb Police Department
Cottage Grove Police Department
Oregon Police Department
Cross Plains Police Department
Shorewood Hills Police Department
Dane County Sheriff's Office
Stoughton Police Department
Dane Police Department
Sun Prairie Police Department
Deforest Police Department
Town of Madison Police Department
Fitchburg Police Department
University of Wisconsin Police Department
Madison Police Department
Verona Police Department
Maple Bluff Police Department
Waunakee Police Department
Marshall Police Department

Appendix F: Latino Resource Guide for the Immigrant Community

Guía de Recursos Claves para la Comunidad Latina

Madison, Condado de Dane, Wisconsin



El propósito de esta Guía de Recursos para la comunidad latina de Madison y del Condado de Dane es proveer información general sobre:

- nuestros derechos como inmigrantes,
- cómo prepararse para situaciones imprevistas o de emergencia,
- servicios claves de asistencia

Las secciones ayudan a las personas interesadas en temas específicos a identificarlos fácilmente.

Aunque hemos desarrollado esta guía con gran precaución para asegurarnos que la información sea correcta y útil, es la responsabilidad de cada persona evaluar la calidad de los servicios aquí incluidos.

La elaboración de esta Guía de Recursos fue un proceso interactivo que supuso la participación de muchos proveedores de servicios sociales y de salud en el Condado de Dane, a quienes queremos agradecer su dedicación al bienestar de la comunidad latina.

Les deseamos salud, seguridad y paz.

Comité coordinador: Teresa Téllez-Girón, Karen Menéndez Coller, Fabiola Hamdan, Shiva Bidar-Sielaff

Enero del 2008, Puesto al día: Julio del 2011; Enero 19, 2017; Marzo 2017

Esta copia ha sido impresa con el apoyo de la Ciudad de Madison



Servicios Sociales

Organización	Descripción	Teléfono	Dirección
Amigos en Azul	Grupo de oficiales bilingües del Departamento de Policía de Madison.	(608) 209-2403	211 S. Carroll St. Madison, WI 53703
Centro Hispano	Programas de apoyo general, Nuevas Rutas y programas después de la escuela.	(608) 255-3018	810 W. Badger Rd. Madison, WI 53713
Centro Multicultural Católico-Centro Guadalupano	Ofrece clases de Inglés Como Segundo Idioma, clases de computación, comida caliente todos los días, despensa de comida todos los mates, y algunos servicios de apoyo general.	(608) 661-3512	1862 Beld St. Madison, WI 53713
Dane County Mental Health Crisis Line/Línea de Crisis de Salud Mental	Asistencia para personas que estén teniendo una crisis de salud mental, incluyendo intento de suicidarse o hacerse daño a sí mismo o a otros.	(608) 280-2600 (800) 273-8255	
Dane County Department of Human Services/ Centro de Trabajo	Asistencia Médica, asistencia con guardería y W2 para personas que califican.	(800) 362-3002 (888) 794-5556	1801 Aberg Ave. Madison, WI 53704
Dane County Human Services/ Servicios de Protección de Menores	Agencia de protección contra el abuso y maltrato de menores.	(608) 261-9869 Teresa Téllez-Girón	2322 S. Park St. Madison, WI 53713
Dane County Housing Crisis Line/Línea de Crisis de Vivienda	Línea de consejería y recursos sobre vivienda.	(855) 510-2323	
Immigration Affairs Specialist Especialista en Asuntos de Inmigración	Brindamos recursos a los inmigrantes y a la comunidad de refugiados en el Condado de Dane para apoyar la integración a través de la coordinación de servicios.	(608) 242-6260 Fabiola Hamdan	1202 Northport Drive
UNIDOS Contra la Violencia Doméstica	Apoyo, abogacía, capacitación a la comunidad para romper el ciclo de la violencia doméstica, terminar con el abuso sexual y promover sistemas de familia saludables.	(608) 256-9195 (800) 510-9195	2875 Fish Hatchery Rd Fitchburg, WI 53713
United Way	Línea telefónica gratuita donde puede obtener información sobre recursos disponibles en la comunidad.	Llame 2-1-1	

Herramientas útiles ante un suceso agobiante/adverso

- Tómate un descanso de las noticias. Información excesiva de los medios de comunicación pueden aumentar tu estrés.
- Conéctate con la familia, amigos, vecinos, proveedores de servicios sociales y/o programas de apoyo comunitarios. Esto te ayudará a sentirte menos solo(a) y amenazado(a).
- Acepta que el cambio es parte de la vida y que este es un tipo de cosas que no puedes controlar.
- Toma control de las cosas que puedes controlar, como ir a trabajar, limpiar o cocinar. Mantén las mayores rutinas posibles para sentirse más estable y dejar de pensar en el problema o la tragedia todo el tiempo.
- Continúa trabajando en tus objetivos/metast, por pequeños que parezcan. Los logros en esta etapa son muy importantes.
- Cuídate, intenta mantener una vida saludable. Una alimentación balanceada, ejercicio y el descanso ayudan a tu bienestar emocional y a soportar los malos momentos.
- Mantén las cosas en perspectiva, a pesar de lo terrible de la tragedia/situación, intenta aferrarte a las cosas buenas en tu vida.
- Busca una forma de ayudar. Contribuir voluntariamente puede hacer una diferencia en tu vida y la de los demás.
- Intenta enfocarte en tus fortalezas. Muchas personas sienten que han crecido después de experiencias adversas.

Pasos para ayudar a los niños a superar experiencias agobiantes/trágicas.

- Anima a los niños a hablar de lo que ocurre y presta atención a sus preocupaciones.
- Da con calma información correcta sobre lo que ocurrió, responde a sus preguntas de manera breve, concreta y honesta. Habla sobre planes de seguridad para protegerlos.
- Dedica más tiempo a tus niños. Nota su estado de ánimo y enséñales maneras de aliviar síntomas de estrés como la respiración profunda, salir a caminar, escuchar música, etc...
- Restablece las rutinas diarias relacionadas con el trabajo, escuela, diversión, comidas y descanso.

Servicios de Salud

- Si Usted esta establecido/ como paciente en una clínica y/o
- con un proveedor de cuidados médicos, por favor contacte
- a su clínica.

- Si está teniendo una emergencia médica, estas son las salas de emergencia de
- nuestra área:

UW Hospital 1600 Highland Avenue Madison	Unity Point Health-Meriter Hospital 202 South Park Street Madison	SSM Health Emergency Center 2840 O’Keefe Ave Sun Prairie
UW Health at The American Center 4602 Eastpark Blvd Madison	SSM Health St. Mary’s Hospital 700 South Park Street Madison	Stoughton Hospital 900 Ridge Street <i>Stoughton</i>

**Si tiene seguro médico, por favor verifique cual hospital le corresponde a través de su seguro.*

Sus Derechos y Responsabilidades Legales

¿Qué debe hacer si un agente de inmigración o de la policía lo para en la calle?

1. Usted tiene el derecho constitucional de guardar silencio. Usted tiene el derecho de guardar silencio aun si lo interrogan sobre su estado migratorio. Usted no puede ser arrestado sin una “causa probable” (una buena razón de creer que usted ha cometido un delito). Recuerde que usted tiene el derecho constitucional de guardar silencio, sin importar su estado migratorio. Si desea ejercer este derecho, dígalos en voz alta.
2. No es un delito negarse a contestar preguntas, aunque el negarse puede causar que sospechen de usted.

¿Qué hacer si le piden identificación?

- Si tiene una identificación válida, que no revele su estado migratorio, preséntela.
 - Si usted piensa que los documentos en su posesión lo pone en riesgo de ser detenido, usted puede elegir guardar silencio y negarse a presentar documentos sin haber hablado con un abogado. Presentar documentos falsos es un delito federal y podría causar su detención.
3. Si la policía, el FBI o un agente de inmigración se le acerca en la calle es necesario que usted le pregunte si es libre de irse. Usted DEBE preguntar, “estoy siendo detenido o soy libre de irme?” Si le dicen que no está siendo arrestado entonces usted está libre de seguir caminando.
 4. Si le dicen que usted está siendo detenido, entonces usted tiene el derecho de preguntar por qué lo están arrestando. Dígale al oficial de la policía o al agente de inmigración que usted no desea contestar ninguna pregunta hasta no hablar con un abogado.

Sus derechos en su coche.

1. El oficial debe tener una “causa probable” para parar su coche, aunque pueden parar su coche en una parada rutinaria.
2. Usted nunca debe conducir un coche sin una licencia de conductor válida.
3. Si usted está conduciendo y lo paran, debe presentar su licencia, la prueba de registro y el seguro de conductor.
4. Usted no tiene que contestar preguntas sobre su estado migratorio o ninguna otra pregunta. Si le piden esta información, dígale al oficial que usted desea guardar silencio.
5. Usted no tiene que permitir que la policía registre su coche a menos de que tengan una “causa probable”. Si le piden su permiso para registre su coche, usted puede negarles el permiso.

Sus derechos en su casa.

1. No le permita la entrada a cualquier persona del gobierno (policía, inmigración o inspectores) sin una "orden de registro" o una "orden de arresto".
2. Si hay una orden de registro o de arresto, entonces PIDA VERLA, pero no abra la puerta.
3. Cuando usted vea la orden de registro o de arresto, asegúrese de que su nombre y dirección estén en la orden y *de que esté firmada por un juez.*
4. Si hay una orden de un oficial de inmigración, entonces usted tiene el derecho de negarles la entrada a los oficiales. SALGA FUERA DE SU CASA a hablar con los oficiales, especialmente si hay otras personas en la casa con problemas de inmigración.
5. Si los oficiales no tienen una orden, no los deje entrar a su casa.
6. Si entran a su casa sin una orden de registro o de arresto, de inmediato hágale saber al oficial que usted no está dando su consentimiento al registro.
7. SIEMPRE obtenga los nombres de los oficiales y sus números de placa, si usted puede.

Sus derechos en el trabajo.

1. Agentes de inmigración no tienen el derecho de revisar sus documentos en el trabajo sin una orden de arresto o de registro.
2. Si un oficial de inmigración se le acerca en el trabajo, usted no tiene que contestar sus preguntas. Dígame al oficial que usted desea guardar silencio. Si el oficial le pide sus papeles, infórmele que usted desea hablar con su abogado.
3. Si usted es un miembro de una unión/ sindicato, su unión debe dejarle saber si los funcionarios de inmigración lo están buscando.

Usted tiene derechos si autoridades de inmigración lo detiene.

1. Recuerde que usted tiene el derecho de permanecer callado y no tiene que contestar preguntas hasta que usted hable con un abogado.
2. Usted tiene el derecho de hablar con un abogado, Aunque el gobierno no pagará su abogado, los agentes de inmigración deben de enseñarle una lista de abogados que prestan su servicio gratis o a un bajo costo.
3. No firme ningún papel al menos de que usted ya haya hablado con un abogado.
4. No firme ningún papel si usted está inseguro de su contenido. Usted tiene el derecho a un traductor.
5. Si no han pedido su deportación anteriormente, usted tiene el derecho a una audiencia judicial ante un juez de inmigración.
6. Si usted tiene el derecho a una audiencia, usted también tiene el derecho a saber de qué lo acusan y disputar estos cargos.
7. Usted tiene el derecho de hablar con su consulado.



MI TARJETA de DERECHOS

Le entrego esta tarjeta porque no deseo hablarle o tener contacto adicional con usted. Elijo ejercer mi derecho de guardar silencio y de no contestar sus preguntas. Si usted me arresta, continuaré ejerciendo mi derecho de guardar silencio y de no contestar sus preguntas. Deseo hablar con un abogado antes de contestar sus preguntas.

MY RIGHTS CARD

I am giving you this card because I do not wish to speak to you or have any further contact with you. I choose to exercise my right to remain silent and to refuse to answer your questions. If you arrest me, I will continue to exercise my right to remain silent and to refuse to answer your questions. I want to speak to a lawyer before answering your questions.

Frases útiles en inglés:

My name is...

[mái néim is...]
Me llamo...

I don't speak English.

[ái dont spik ínglich]
No hablo inglés.

My address is...

[mái ádres is...]
Mi domicilio es...

I want an interpreter.

[ái uánt aninterpreter]
Quiero un intérprete.

I want to speak to a lawyer.

[ái uánt tu spik tu a lóyer]
Quiero hablar con un abogado.

I want to talk to my consulate.

[ái uánt tu tak tu mái kónsuleit]
Quiero hablar con mi consulado.

I want to make a phone call.

[ái uánt tu méik a fon col]
Quiero hacer una llamada telefónica.

Servicios Legales

Catholic Multicultural Center 1862 Beld St Madison, WI 53713 Teléfono: (608) 661-3512 https://cmcmadison.org/	Legal Action of Wisconsin, Inc. 31 South Mills Street Madison, WI 53715 Teléfono: (608) 256-3304 http://www.legalaction.org/
Community Immigration Law Center (CILC) c/o Christ Presbyterian Church 944 East Gorham Street Madison, WI 53703 Teléfono: (608) 257-4845 http://www.cilcmadison.org/	Neighborhood Law Clinic 2312 South Park Street Madison, WI 53713 Teléfono: (608) 265-2441 http://law.wisc.edu/eji/nlc/

Organizaciones de Defensa de los Derechos Civiles

Centro de Derechos del Trabajador 2300 South Park Street, Suite 6 Madison, WI 53713 Teléfono: (608) 255-0376 www.workerjustice.org	Unión de Trabajadores Inmigrantes Alex Gillis Teléfono: (608) 345-9544 Email: alexmgillis@gmail.com
Voces de la Frontera 1027 South 5th Street Milwaukee, WI 53204 Teléfono: (414) 643-1620 http://vdlf.org/	Wisconsin American Civil Liberties Union (ACLU) 207 E Buffalo St. #325 Milwaukee, WI 53202 Teléfono: (414) 272-4032 http://www.aclu-wi.org/

Consulados

Argentina – Consulado General en Chicago 205 North Michigan Avenue, Suite 4208/09 Chicago, IL 60601 Teléfono: (312) 819-2610 Fax: (312) 819-2612 Número de emergencia: (312) 909-0308 E-mail: info@consulateargentina-chicago.org	Ecuador – Consulado en Chicago 500 North Michigan Avenue, Suite 1510 Chicago, IL 60611 Teléfono: (312) 329 0266; Fax: (312) 329 0359 E-mail: IVAN@CSCNS.COM
Bolivia – Consulado en Minnesota 18036 65th Avenue North Maple Grove, MN 55411 Teléfono: (763) 424-0265	El Salvador – Consulado en Chicago 104 South Michigan Avenue, Suite 707 Chicago, IL 60603 Teléfono: (312) 332-1393 Fax: (312) 332-1393
Colombia – Consulado en Chicago 500 North Michigan Avenue, Suite 2040 Chicago, IL 60611 Teléfono: (312) 923-1196; (312) 923-9034/5 Fax: (312) 923-1197 E-mail: chicag95@aol.com cchicago@minrelext.gov.co	Guatemala – Consulado General en Chicago 200 North Michigan Avenue, 6th Floor Chicago, IL 60601 Teléfono: (312) 332-1587 Fax: (312) 332-4256 E-mail: conguateh@aol.com
Chile – Consulado General en Chicago 875 North Michigan Avenue, Suite 3352 Chicago, IL 60611 Teléfono: (312) 654-8780; Fax: (312) 654-8948	Honduras – Consulado General en Chicago 4506 West Fullerton Avenue Chicago, IL 60639 Teléfono: (773) 342-8281/8289

México – Consulado en Milwaukee 1443 N. Prospect Ave. Milwaukee, WI 53202 Teléfono: 414-944-7586 https://consulmex.sre.gob.mx/milwaukee/	República Dominicana – Consulado en Chicago 561 West Diversey Parkway Chicago, IL 60614 Teléfono: (773) 529-1336 Fax: (773) 529-1338
Perú – Consulado General en Chicago 180 North Michigan Avenue, Suite 1830 Chicago, IL 60601 Teléfono: (312) 782-1599; (312) 853-6173/4 Fax: (312) 704-6969 Email: conperchig@aol.com; jorrosolato@aol.com	Uruguay – Consulado General en Chicago 875 North Michigan Avenue, Suite 1422 Chicago, IL 60611 Teléfono: (312) 642-3430

Su Plan de Emergencia

#	Acción	Quién está encargado	✓
1	Póngase de acuerdo con otros adultos en la familia sobre los pasos a tomar en caso de que haya necesidad de utilizar un plan de emergencia. Trate de tener estas conversaciones cuando sus hijos menores no estén presentes.	Adultos en la familia	
2	Reúnase con parientes ó amigos de confianza que puedan apoyarse mutuamente en una emergencia y hable con ellos de su plan de emergencia.	Adultos en la familia	
3	Hable con sus hijos y explíqueles en una forma clara y simple que pasaría en caso que mamá, papá, o quien esté a cargo de ellos deba salir de una forma inesperada.	Adultos en la familia	
4	Decida quien podría quedarse a cargo de sus hijos en una emergencia.	Padres o encargados	
5	Asegúrese que la guardería y/o la escuela tienen una lista de personas o organizaciones de confianza que pueden encargarse de sus hijos en casa de emergencia.	Padres	
6	Haga una lista con nombres completos, números telefónicos incluyendo código para llamar a larga distancia y direcciones de las personas que usted pueda necesitar en caso de emergencia, en los Estados Unidos y en su país. Incluya organizaciones que proveen servicios sociales, abogado, su iglesia y los nombres de sus contactos (por ejemplo: trabajadoras sociales, médicos, maestros, pastores, sacerdotes, etc.)	Adultos en la familia	
7	Obtenga copias originales de documentos importantes, por ejemplo: certificados/actas de nacimiento, pasaportes, cartillas de inmunización (vacunas), reportes de la escuela.	Padres	
8	Ponga todos los documentos importantes en un lugar seguro y deje saber a personas de confianza como encontrarlos.	Padres	
9	Hable con su banco sobre las pasos a seguir en caso de que Usted no pueda tener acceso a su cuenta bancaria o cómo tener acceso a su cuenta bancaria desde fuera de los Estados Unidos.		
10	Si es posible, prepare una carta poder donde designe a la persona que pueda representarle y tomar decisiones por usted.	Padres	
11	¿Cómo cambiaría el plan en caso que falte, su esposa/ su esposo?	Padres	
12	Discuta medios de transporte en los que puedan viajar a su país de origen: cómo comprar los boletos, cuánto cuestan, donde ir a comprarlos, cómo pagar por ellos.	Padres	
13	Acuerde un punto de reunión para la familia en su país de origen.	Padres	

Su nombre completo:		Fecha de nacimiento:	
Dirrección			
Teléfono			
Contacto de emergencia			
Otros miembros del hogar	Nombre	Fecha de nacimiento	Nombre y teléfono de la escuela

Appendix G: Checklist Community Engagement Toolkit

Protocol	Yes	No	Discussed? How to handle?
Establishing a foundation of trust 1. Is there a team of community leaders regularly meeting to monitor the temperature of local and national political change and unrest that might, at some point, cause unrest in our community? <ul style="list-style-type: none"> a. Do we have the right leaders/organizations represented? All of them? b. Do all members understand the preventative nature of these meetings and agree to meet, even when a crisis is not imminent? c. Do our meeting agendas give us the necessary breadth we need for an appropriate environmental scan? d. Do our meeting agendas give us the necessary time to share insights, experiences, and get to know one another? e. Are meetings convened by experienced 3rd party facilitators who understand this work and create meaningful conversations? 2. Do we feel that we have created a foundation of mutual trust with one another? What work needs to be done? 3. Critical question: Do we all agree that it is in our community's best interest to pursue this work? Why? What is our purpose? How will law enforcement and community leaders work together? Does law enforcement leadership commit to engaging community leaders? Write out and confirm your agreement. <i>(If you can't figure this out, the rest of this won't work.)</i>			
In case of emergency ... 4. Do all members have a list of phone numbers, texts, or emails that can be used in case of emergency? 5. Is a phone tree established, or could it be quickly established if additional or more complex information needs to be coordinated?			
Planning community engagements 6. Do all members agree to assist with planning community meetings? <ul style="list-style-type: none"> a. Determine who will convene. b. Clarify roles. c. Identify all participants: Community Leaders? Community Groups/Organizations? Reputational leaders? d. Gauge support of agenda. e. How many people are needed? Is training required? Who will facilitate training? f. What are the communication protocols? 7. To what level will members be involved in messaging to the community? (e.g. press conferences, press releases) Will they be available for interviews with the press? Identify media contact, based on established relationships or experience. 8. What are the key messages that we've all agreed on that are so important they should be scripted for everyone in leadership roles to ensure we have consistent messaging? Who will do this?			

Protocol	Yes	No	Discussed? How to handle?
<p>9. Are there others with whom we should be communicating regularly, without sacrificing confidentiality to your partners? How will we communicate with them? Text or group email?</p> <p>10. What is our message to young people, especially those under the age of 18? How will we teach them the role and importance of democracy and community engagement?</p> <p>11. If/when necessary, how do we coordinate with our schools? How do we coordinate with parents? Faith communities? What other organizations need to be considered and enjoined?</p>			
<p>In ongoing emotional, fluid situations ...</p> <p>12. Are members of the team meeting regularly and giving updates to one another?</p> <p>13. Are confidential updates kept confidential?</p> <p>14. Are members of the team willing to share and provide feedback to each other about the way community decisions and messages are being handled? Is feedback being received respectfully? Confidentially?</p> <p>15. Are members of the team sharing information with one another that may prevent violence?</p> <p>16. Establish protocols to quickly share important information</p>			
<p>Scanning the community ...</p> <p>17. Are there places or events where the community will have a place to be heard? Can community members speak respectfully, meaningfully, and appropriately? Safely grieve?</p> <p>18. What other organizations can provide these opportunities?</p> <p>19. Can the team ensure the safety of community members? If so, how?</p>			
<p>Bringing closure and understanding ...</p> <p>20. Scan the community. Is the community ready for perspective and closure?</p> <p>21. How will the team acknowledge challenges or differences in perspectives, beliefs?</p> <p>22. Prepare an After-Action Report. Make it publicly available.</p>			

Appendix H: Dane County Office of Immigration Affairs



LOCAL RESOURCES

Madison Metropolitan School District
madison.k12.wi.us/resources-for-immigrant-students-and-families

Sunshine No Fee Legal Clinic
www.sunshinelegalclinic.org

Family Court Clinic
law.wisc.edu/eji/familycourt/index.html

DREAMERS of UW-Madison
win.wisc.edu/organization/DREAMERSofUW-Madison/about

Neighborhood Law Clinic
law.wisc.edu/eji/nlc

Lutheran Social Services
lsswis.org/LSS.htm

Open Doors to Refugees
opendoorsforrefugees.org

Voces de la Frontera
vdlf.org
Dane Sanctuary Coalition
danesanctuary@gmail.com

Workers Right Center
workerjustice.org

OTHER RESOURCES

You may be interested in the information below regarding who can assist you in answering questions related to immigration.

The USCIS National Customer Service Center

Toll-free at 1-800-375-5283

Obtaining the wrong legal help can cause you undue harm!
To get information on protecting yourself against immigration service scams, or to learn how you can receive help with your immigration questions, visit uscis.gov

Wisconsin American Civil Liberties Union (ACLU)
aclu-wi.org

U Visa

To learn more about the U Visa application process of DCDHS, see the link below or contact the Dane County Immigration Affairs Specialist.

https://www.dhs.gov/xlibrary/assets/dhs_u_visa_certification_guide.pdf

608-242-6260



Immigration Affairs

Providing outreach and resources to immigrants, and refugee communities in Dane County in order to support integration through coordination of county services.

Contact information



Fabiola Hamdan
Immigration
Affairs Specialist

Dane County Department of
Human Services (DCDHS)
1202 Northport Dr.
Madison, WI 53704

Hamdan@countyofdane.com

Phone: (608) 242-6260

Fax: (608) 242-6293

RESPONSIBILITIES AND SERVICES

The DCDHS Immigration Affairs Specialist provides outreach to immigrant and refugee communities in order to support immigrant integration to the U.S. through the coordination of county services. This position serves as a source of referral for other non-county agencies when necessary. The Immigration Affairs Specialist provides support to:

- Promote efforts by various Dane County departments to improve accessibility of county services to immigrant and refugee communities.
- Navigate county resources and services.
- Search resource databases, and other sources to identify, assess and suggest programs and services available outside of county government.
- Respond to questions from immigrant and refugee residents regarding the status of their efforts to access county and other services.
- Refer immigrant and refugee residents to outside agencies and organizations that provide non-county services as appropriate.
- Collaborate with internal management and external agencies and partners regarding consumer concerns.
- Conduct public appearances, trainings, and presentations to improve the accessibility of county services for immigrant and refugee communities.
- Work with the Dane County Immigrant Assistance Collaborative, a partnership of service providers that advocates for and assists immigrants and refugees.



THE DANE COUNTY IMMIGRATION ASSISTANCE COLLABORATIVE



The Dane County Immigrant Assistance Collaborative, is a partnership of different service providers to assist immigrants and refugees across Dane County, WI. The purpose of the Dane County Immigrant Assistance Collaborative is to help the immigrant community with immigration and legal services. It also collaborates with community partners to develop a comprehensive strategy for immigrant support. The following are agencies and organizations that are part of the Collaborative:

Centro Hispano Immigration

Program: Provides assistance with consultation, naturalization, permanent residence, DACA (Deferred Action), and family reunification.
micentro.org | (608) 255-3018

Catholic Multicultural Center: Offers services to immigrants and refugees who are unable to afford the fees of private attorneys. Services include: family-based applications, refugee/asylee adjustment of status, petitions for relatives abroad, citizenship applications, and humanitarian relief for survivors of domestic violence and other crimes.
cmcmadison.org
(608) 441-0114 | (608) 556-5923

Literacy Network: Teaches reading, writing, communication and computer skills to Dane County adults so they can achieve financial security, emotional well-being and deeper engagement with their families and the community.
litnetwork.org | (608) 244-3911

Jewish Social Services: Assists Dane County residents to meet their basic needs. JSS offers services in the areas of short-term advocacy, long-term case management, Jewish spiritual care and immigration services.
jssmadison.org | (608) 442-4081

RISE Law Center: Provides direct representation to immigrants and refugees in immigration and family law, as well as protection orders.
riselawcenter.org | (608) 256-1015

Madison Path to Citizenship: Offers free citizenship education, legal consultation, and citizenship application services for lawful permanent residents (people with green cards) who want to become U.S. citizens.
madisonpath.com | (608) 263-6735

The Community Immigration Law Center (CILC): Provides free immigration guidance to anyone who comes to Christ Presbyterian Church located at 944 E Gorham, Madison WI on the second and fourth Friday afternoons of every month. These services also include reduced-fee and free immigration legal services, primarily to income-eligible people in Dane County facing the threat of deportation.
cilcmadison.org | (608) 257-4845

The UW Law School's Immigration Justice Clinic: Provides free legal services to individuals in Wisconsin whose legal right to remain in the U.S. is placed in jeopardy. Staffed by law students who are training in the fields of immigration law and procedure.
law.wisc.edu/eji/ijc | (608) 890-3753



Appendix I: Dane County Sanctuary Coalition

Member Congregations and Organizations

Centro Hispano of Madison
Voces de la Frontera
Beth Israel Center
Congregation Shaarei Shamayim*
First Baptist Church
First Congregational United Church of Christ
First Unitarian Society*
James Reeb Unitarian Universalist Congregation*
Lake Edge Lutheran Church
Madison Christian Community*:
- Advent Lutheran Church
- Community of Hope UCC
Madison Mennonite Congregation*
Orchard Ridge United Church of Christ*
Plymouth Congregational United Church of Christ
Family Farm Defenders
Prairie Unitarian Universalist Society
Presbyterian House – UW Madison
Teaching Assistants' Association
Temple Beth El
Wisconsin Faith Voices for Justice
Wisconsin Network for Peace and Justice
Women's International League for Peace and Freedom –
Madison
Worker Justice Wisconsin

*denotes host sites

If someone you know is considering sanctuary,
contact Centro Hispano at 608-255-3018

For more information, contact us at:
danesanctuary@gmail.com



"Love your neighbor as yourself."

– Leviticus 19:18

*"You are no longer foreigners and strangers,
but fellow citizens with God's people."*

– Ephesians 2:19

The Dane Sanctuary Coalition has been created in response to immoral immigration policies that threaten families, instill fear in our communities, and violate the most basic ethical standards all our faith traditions teach that we are all created in the image of God, endowed with inherent worth and dignity, and deserving of a life free of violence and deprivation.



The mission of the Dane Sanctuary Coalition states:

Based on our shared faith commitments to social justice, we will assist vulnerable immigrant and refugee communities. We will do this, under the leadership of Voces de la Frontera and Centro Hispano, by providing and supporting physical sanctuary as needed, and by acting as a conduit for information, education, and trainings on other immigrant justice actions.

How Can You Help?

- *Advocate for policies that uphold the dignity, stability, and safety of our immigrant communities*
- *Volunteer to help at a congregation that is housing a person in sanctuary*
- *Attend a rally*
- *Call or write an elected official. Your voice matters!*
- *Make a lobby visit*
- *Testify at a hearing*
- *Write a letter to the editor*
- *Join our mailing list for updates and action alerts*
- *Attend information sessions*
- *Make a tax-deductible donation through Centro Hispano, earmarked for DSC.*

Centro Hispano

810 Badger Road, Madison, WI 53713

For more information, and to sign up to volunteer, please visit

<https://wisconsinfaithvoicesforjustice.weebly.com/dane-sanctuary-coalition.html>