

# Racial Disparities Impact Committee (RDIC) Newsletter

*Spring 2016*



## Summary

The Racial Disparities Impact Committee (RDIC) is a newly formed initiative within the Madison Police Department dedicated to creating a broader understanding of the disparities that exist within our criminal justice system, and how we, as a department, can take positive steps to reduce these disparities. The committee represents a cross-section of the department, and is comprised of eight subcommittees that address specific issues related to racial disparities. These subcommittees include: Restorative Justice/Alternatives to Incarceration, Training, Recruiting and Hiring, Policy/SOP Review, Internal Culture, Community Outreach, Marketing/External Communication, and Data Collection. The RDIC is overseen by Captain Roman, under the direction of Assistant Chief Gaber and Chief Koval.

**Anyone wishing to join any of the workgroup subcommittees below is welcomed. Contact the listed group leader(s) directly if interested.**

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### **Restorative Justice/Alternatives to Incarceration**

Led by: Lt. Groehler, Det. Beckett, and Det. Patterson  
Members: M. Davenport, Rossetti, Dyhr, Levett, M. Alvarez Creech, and Robbins

The primary focus of the RJ/ATI group thus far has been the Ticket Resolution Day initiative. Held on two separate occasions, these collaborative events prompted significant citizen turnout and garnered a great deal of positive community feedback. In addition to this initiative, the group has been working to expand the age range of the Community Restorative Court (CRC) beyond 25 years of age. Much of this group's work will be in collaboration with the data collection team to gain a more solid understanding of the issues needing to be addressed. Other things that this group is looking at include: failure of juvenile records to be expunged at adulthood, potential bias in traffic stops and self-initiated calls, and researching existing restorative justice models throughout the country.

## Mission Statement

Understanding that racial disparity in our society is a complex issue with many contributing factors outside of the criminal justice system, the Madison Police Department is committed to delivering high quality police services in a fair and impartial manner to ALL citizens in our community. In this effort, the Madison Police Department's Racial Disparities Impact Committee (RDIC) will undertake a thorough examination of existing departmental programs, initiatives, and processes, explore opportunities to have a positive impact in reducing racial disparities in the criminal justice system and our community, and continuously strive to cultivate a culture of inclusion within our organization.

## **Training**

Led by: Sgt. Fiore

Members: Covert, Monroe, and Stapleton

The training committee has focused on implementing both short and long-term changes. The short-term goals focus on a paradigm shift in formalized training to a more informal storytelling and sharing model that incorporates the emotional dimension in relaying personal experiences for a more powerful message. The group hopes to include department members in this process and possibly community members in the future. Long-term goals involve organizing training with subject-matter experts in racial disparities at the training center. Additionally, there is the potential for a more extensive disparities training series which would provide a certification of sorts at the completion – and opening this opportunity up to smaller outside agencies and their command staff who may not have the resources to do similar training at their departments.

## **Recruiting/Hiring**

Led by: Sgt. Patton

Members: Hodge, Zanders, Wilson, Esser

The group is working to create a formal annual report for hiring/recruiting which captures MPD's annual efforts in total and those specifically designed to support our core value of diversity. They are also exploring ways to build upon the important role that current MPD employees play in connecting with and recruiting new officers. To do this, the team will create a collection of resources to be made available to all employees to assist them in promoting our agency to prospective employees. Resources would likely include: A timeline; up-to-date information on testing standards and procedures; recommendations and links to material for research necessary to be competitive in the commissioned hiring process; suggestions for interview preparation. Lastly, this team has looked into Colleges and Universities that have not been visited which may provide a more diverse candidate pool – both locally and nationally – and reached out to them for career fairs and contact persons.

## **Policy/SOP Review**

Led by: Lt. Schwartz and Sgt. Berkovitz

Members: Dexheimer, Ward, N. Ryan

The Policy and SOP Review group determined that arrested persons SOP is the most problematic and the group plans to revisit this large topic over the course of their meetings. They have delved into the SOP and addressed several issues within the SOP. The committee is looking at encouraging officer discretion in the field and reminding officers of alternatives to arrest for misdemeanors and subjects not possessing ID's. Among the solutions are electronic thumbprint readers and photographs. Overall, the committee's goal is to enhance the ability for officers to apply discretion equally in the field and to ensure that policies do not affect racial minorities at a disproportionate level. The group is very interested in implementing and improving Spanish and other language support for community members including the police website and parking citations.

## **Internal Culture**

Led by: Sgt. Ryan and PO Prado

Members: Blocker, Mulroy, Robinson, R. Davis, Ackeret

The Internal Culture Committee (ICC) set forth very positive and achievable goals that seek to improve support for minorities within the department. The ICC would like to provide a forum for individual to discuss possible issues within the department without fear of violating an APM, etc. Additionally, bringing both the historical and current issues involving race to light during in-service is important. Lastly, the group is working towards a goal of improving mentorship programs and support for new officers and employees in their first year with MPD.

## **Marketing/External Communication**

Led by: Sgt. Radke and PO K. Alan  
Members: Ewing, Fuhremann, Stachel

The Marketing Committee did substantial work in getting the word out about the Ticket Resolution Day(s), and as noted earlier, these events were very successful! In addition to this, they've reached out to several other police departments nationwide to learn how they are using their social media and other resources to connect to the public. Overall, the committee would like to build partnerships with community leaders and organizations – both formal and informal – and work to improve communication on a neighborhood level. The group is working to get a broader understanding about how people get information from MPD, and how they can reach more communities, particularly communities of color.

## **Data Collection**

Led by: PO Christian and PO E. House  
Members: Muir, Powell, McKiernan

The Data Collection committee focused on the importance of not only numbers and statistics, but also explaining and understanding the intricacies and underlying causes of numbers. The committee will continue to look at not only what data is important to collect, but also what the data says about the issues that the other committees are addressing. In addition, they will be looking at the errors in reporting and attempt to come up with reasonable, tangible fixes to collect data that is not only correct, but reflective of the work that is being done.

## **Community Outreach**

Led by: Sgt. Kleinfeldt  
Members: Outerbridge, Tye, Kamoske, J. Nelson

The Community Outreach Committee has begun to catalog what types of community outreach initiatives have been and are currently conducted at the district level and how each district documents these initiatives. The group discussed the need for more opportunities to connect with youth at the middle school level and plans to work at developing specific initiatives aimed at this demographic. Lastly, with the CORE (Community Outreach and Resource Education) team slated for activation in June, this committee will coordinate efforts to enhance the work of that team and identify areas of outreach focus.

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## **The City Equitable Workforce Plan and RDIC**

In 2013 the Wisconsin Council on Children and Families published the Race to Equity Report outlining racial disparities that exist in Dane County. The report prompted the City of Madison to reexamine some of their practices. In 2014 the City of Madison Racial Equity and Social Justice Initiative (RESJI) was developed as a response. One outcome from the work of the RESJI was the development of the Equitable Workforce Plan. This plan is inclusive of equity principles, and targeted toward the needs of individual departments in order to progress towards rebalancing equity within City practices. In keeping with the Equitable Workforce Plan, MPD has appointed a Civil Rights Coordinator (Personnel Lieutenant) whose work will include coordination with Department of Civil Rights to develop an agency-specific plan. Moving forward, the RDIC will serve as an advisory group to our designated Civil Right Coordinator (currently, Lt. Jugovich) and assist him with our ongoing efforts to further our commitment to diversity and inclusion within our organization.

Below is a link to the City's Equitable Workforce Plan if you're interested in learning more about it:

<https://www.cityofmadison.com/dcr/documents/EWplan2016.pdf>