

## Cost

- Volunteer Programming-Use and strengthen volunteer programs that help reduce involvement with the formal criminal (and juvenile) justice system(s), including hiring a volunteer coordinator. Increase funding for grassroots organizations, noting that larger, more established organizations tend to receive most funds, but these are often the agencies where community members experience challenges in receiving the services required by their immediate circumstances.
- Restorative Justice-Expand the community restorative court models throughout the county for juveniles and adults and allow for direct law enforcement and community-based referrals. Eliminate records of the arrest/citation for those successfully completing the terms of the restorative justice program(s) and include expungement of court records. Expand the service areas and criteria for eligibility for the Community Restorative Court (CRC) to include other low-level offenses, past criminal history, probation/parolee offenders, etc.
- *Expand diversion services to further reduce the number of people of color who are incarcerated.* Pre-charge opportunities for diversion should be developed and expanded. Develop culturally-specific diversion programming and services by African-American-led and Latino-led organizations. *Create systems to evaluate and monitor the effectiveness of the initiatives based on disaggregated data.*
- *Create a Racial Equity position in the County with the primary duties of data analysis and identifying areas in which disparities should be addressed.*
- Provide law enforcement officers mandatory training on cultural competence, social and racial justice with the goal of reducing racial disparities, arrests of people of color, racial profiling, increasing the hiring of people of color, including bilingual staff and equipping them with the skills to serve increasingly diverse communities. Incorporate this training for recruits and continuing trainings for veteran officers to develop skills to recognize and address implicit and explicit bias.

## No Cost/Low Cost

- Review policies and practices at the front end (of the justice continuum) to reduce arrests and therefore the number of people coming into the justice system. Examine the impact of discretionary decisions at all of the decision points throughout the system and note the importance of the charging decision. Consider the use of sentencing guidelines. Conduct a public review of the policies and practices of all law enforcement agencies in Dane County. The reviewing panel should have significant representation of members of the community served by the agencies and not just “high profile” people.

- Form a work group to review all current diversion programs and criteria for admission and successful completion and develop an equitable framework to ensure access to existing diversion programs. *The group should identify barriers to enrollment in and successful completion of the programs and make recommendations for improvements. Develop a list of large, traditional organizations and smaller, neighborhood-specific, grassroots entities that can offer services to benefit the clients enrolled and contribute to the improvement of communities and the diverse populations within them. .*
- *Establish community advisory boards comprised of diverse local community members with the goal of reducing racial disparities and an aim towards encouraging and strengthening community-led policing*
- *Require cultural and linguistic diversity in agencies providing services throughout the justice continuum at both the juvenile justice and criminal justice system levels.*
- *Implement a “Fugitive Safe Surrender” program/event as a means of eliminating some of the approximately 8000 warrants that are outstanding in Dane County and eliminate incarceration for unpaid fines that may result from municipal ordinance violations.*

Data-related (to incorporate across all workgroups)

- Collect and report racial and ethnicity data at all stages of the justice system continuum. Aggregate and report existing data. Utilize volunteers, if necessary, but note availability of resources through institutions of higher learning, etc. to accomplish this. Set time frames for the implementation of these step.
- Ensure that appropriate, culturally sensitive terminology is used in keeping data. Note the importance of understanding that how people self-identify and how an officer perceives the individual are not necessarily the same. Require the collection of data identifying race and ethnicity.
- Acquire complete data necessary to assess racial disparities at the points of
  1. Police contact
  2. Reason for police contact
  3. Charges filed
  4. Actual charges issued
  5. Alternatives offered and to whom
  6. If alternatives were not taken, why or why not?
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