



Dane County Task Force on Racial Disparities in the Criminal Justice System

Recommendations to Improve Fairness and Public Safety

Recommendation	Status	Notes
Task Force's Top Ten Priority Recommendations – Funding required		
1		<p>Drug Court reorganization to be more evidence based.</p> <p>Increased TAD funding</p>
2		<p>Hired Jerome Dillard, Re-entry coordinator</p> <p>Department of Labor re-entry grant</p>
3		Continue to support and increased funding to the YWCA Driver's License Recovery Program.
4		Link to CRC Fund RJ in schools increase BFI GRANT
5		<p>AIM not implemented.</p> <p>Working with national experts on race and gender neutral pretrial assessment tool implementation</p>
6		
7		
8	?	

9	Dane County should create “Communities of Opportunity” by investing in proactive neighborhood based initiatives in low-opportunity neighborhoods.		Leopold Early Childhood Zone – 2 generation strategy
10	Improve and standardize the citizen complaint process for all Dane County law enforcement agencies – by creating county-wide complaint resolution guidelines.		
Task Force’s Top Ten Priority Recommendations – May not require funding			
1	Have semi-annual meetings between representatives of deferred prosecution and sentencing alternative diversion programs and the staff of the DA’s and Public Defender’s offices, as well as the private defense bar and the DOC, to provide educational information on available programs, review racial demographics of referrals and admissions, and discuss outcomes and service development.	?	
2	Dane County EOC should collaborate with other agencies, such as the Madison Department of Civil Rights, to conduct controlled studies to test for racial discrimination and discrimination based upon a person’s criminal record in the Dane County job market.		Dane County and subsequently Madison have both BANNED THE BOX
3	The Dane County Sheriff should narrowly tailor the ICE notification policy so that DCSO does not notify ICE about inmates being booked into the Dane County Jail who are charged with minor offenses, such as those charged with driving without a license, or other minor ordinance violations.	?	
4	Dane County should support efforts in the state legislature to reduce the number of drivers’ license suspension imposed as a result of failure to pay child support, drug violations and unpaid traffic citations.	?	Mickey? Corp Counsel
5	Criminal Justice Partners should continue and expand hiring efforts to increase the representation of people of color, both as legal and support staff, especially those who directly serve the public such as attorneys, court personnel, law enforcement officers, and probation and parole agents. All leadership in the criminal justice system should implement a vision that places a high value on diversity and emphasizes it as a priority in hiring practices and training programs. In addition, cultural competence should be a requirement for all new hires, regardless of race or ethnicity.		RESJ (Racial Equity and Social Justice)— American Bar Association Grant- Cultural Competency in Criminal Justice 2011 training for representatives of all criminal justice agencies.
6	Dane County Office of Equal Opportunity should collaborate with legal associations to create a community education program involving a series of classes targeted at communities of color to help people have a basic understanding of their rights. Collaborate with African-American, Latino and Asian community leaders, professional legal organizations, community-based organizations and churches, Dane County school districts, and higher educational institutions, to create a community education program targeted at members of the communities most affected by disparities in the criminal justice system. This program would focus on teaching strategies to help		Madison Rotary Funded “Know your rights and responsibilities under the law” Currently unfunded

	people take personal responsibility to keep themselves free of the criminal justice system and to ensure that their legal rights are protected.		
7	Law enforcement should be encouraged to issue enforceable warnings in lieu of arrests for low-level, high discretion offenses, such as disorderly conduct, traffic violations, minor retail theft, drug use and prostitution.		Community Restorative Court
8	Law enforcement agencies, as well as all other decision-makers in Dane County's criminal justice system, legislators and chief executives, should routinely develop written racial impact statements prior to implementing needed initiatives, policies or ordinances.		RESJ In process
9	Assessment of racial/ethnic equality or inequality in the treatment of accused offenders should be built into the routine processes of Dane County criminal justice agencies.		RESJ – Racial Disparities Subcommittee In process
10	A call to action from the leadership in Dane County to come together to acknowledge that racial disparity in the criminal justice system exists and that there is a commitment to reducing it. This would include leaders from all levels of government, law enforcement agencies, the courts, the Black and Latino communities, community based organizations and affiliated criminal justice organizations.		Top priority of the CJC Also Racial Disparities Sub Committee of CJC formalized.
All Other Recommendations			
Recommendations spanning the whole system			
<i>Create a Community of Opportunity</i>			
1	Neighborhood law enforcement in diverse Dane County communities, should continue and expand collaborations with entities in the community to foster a supportive and safe environment for all.		
<i>Data Collection</i>			
2	In accord with the recommendations of the Governor's Commission and concerns expressed by many in public hearings, Criminal Justice Partners should collect and report separate data on Hispanics and should distinguish Hispanics from non-Hispanic whites.	?	? MPD –others? Dane County Sheriff's office does not
3	Criminal Justice Partners with IT staff should use existing resources more effectively by cooperating with each other and with IT staff from other agencies in the state, the Office of Justice Assistance, and technical advisors from universities, private or nonprofit foundations, or agencies in other states.		In process working with national partners
<i>Clear statements of policy and practice</i>			
4	The District Attorney should establish written policies that will make the charging and plea bargaining processes more transparent and regularized in order to avoid unconscious bias.		Child abuse initiative has eligibility guidelines

5	DOC in Dane County should write policies to guide its officer's application of DOC Rule 1, specifically to clarify what it means to do something that is "not in the best interest of the public welfare or [one's] rehabilitation," to insure that the broad sweep of the rule does not result in re-incarceration for problems or issues that do not involve law violations or risks to public safety.	?	
<i>Cultural competence, training and representation</i>			
6	The Madison Police Department has succeeded in hiring a police force that is representative of the community it serves. MPD should share as best practice its methodology for recruiting and retaining highly qualified officers of color with all other Dane County law enforcement agencies.	?	
7	All leadership in the criminal justice system should implement a vision that places a high value on diversity and emphasizes it as a priority in hiring practices and training programs.		CJC commitment
8	Encourage all Criminal Justice Partners to provide annual high-quality training to prevent racial bias in policing, and other areas of the criminal justice system. Such training should include cross-cultural conflict resolution strategies. Provide funding to bring trainings, such as the November 2008 training of the National Institute of Crime Prevention's Lorie Fridell, back to Dane County every year, and expand it to include more Dane County law enforcement agencies.		DMC training Implicit Bias Grant Racial Justice Summit
9	To measure the effectiveness of training initiatives we recommend using the Intercultural Development Inventory (IDI) as a pre- and post-test.		
10	Criminal Justice Partners should create an ongoing forum for dialogue on issues around race and culture among staff and members of the community to build bridges and break down barriers of misunderstanding. In doing so, they should collaborate with organizations that work with people of color and invite their participation on decisions that will substantially impact their constituents.		
11	Encourage Criminal Justice Partners' staff to learn Spanish or Hmong. County should provide funding to create incentives for those willing to take classes to become bilingual.		
<i>Better complaint resolution options</i>			
12	The Dane County Board should appoint a group of citizens and criminal justice system representatives to study best practices in reviewing complaints, including the emerging best practice of the Police Auditor -- a permanent external citizen oversight agency that has the authority to audit, monitor, and inspect any aspect of police operations.		
<i>Special issues regarding Latinos and Other Immigrants</i>			
13	The State Public Defender's office in Madison will partner with the Community Immigration Law Center in Madison to provide expert legal advice from local immigration attorneys to public defenders representing immigrant clients.	?	

14	Professional certified translation services should be included in budgets of all Dane County criminal justice system agencies, in order to avoid unprofessional and inaccurate translations of documents that may have a serious impact on a person's experience with Dane County's criminal justice system.		
15	Dane County law enforcement agencies should create stronger and more consistent policies that determine when an interpreter should be called, or telephone interpretation services should be utilized, for a person with limited English ability.	?	
16	Dane County should continue to support New Routes, and consider increasing funding commensurate with the increase in the numbers of clients served successfully. We recommend a funding increase to add a staff member who is a legal professional to provide legal information services to Latino community members. Increased funding would also allow for additional legal training/education for the Program Coordinator.	?	Check budget
17	Dane County law enforcement agencies should model an outreach program similar to the Madison Police Department's Amigos en Azul to work to build the trust of Latinos in Dane County.	?	
18	DCSO should not alert ICE when they find that a person appearing at the Dane County Courthouse has an immigration hold, and they should not detain the person, because it is not required by law.	?	
Recommendations for particular stages of the system			
<i>Policing practices</i>			
19	Adopt alternate strategies for addressing the problem of illegal drug dealing that have worked well elsewhere, such as the High Point Model.		SEU
20	Encourage all Dane County law enforcement agencies to seek training on any new programs that are developed to offer alternatives to arrest, and provide County funding for such trainings.		
21	All Dane county law enforcement agencies should adopt clear policies to guide police officers' broad use of discretion in their day to day duties, including guidelines on proper and improper factors to consider regarding when and whether to make arrests and write citations, such as the policy written by UW law professor Michael Scott, which was adopted in 2009 by the MPD.	?	
22	Law enforcement agencies should create policies to reduce the use of multiple citations for relatively minor violations such as disorderly conduct, underage drinking, loitering, and trespassing, which when added together can total over \$1,000 for a single incident.	?	
23	All Dane county law enforcement agencies should require officers to explain to individuals why they were stopped, and to always provide them with a business card that includes the officer's name and a contact phone number. Officers should be provided with enough cards to be able to provide one to every person they stop or otherwise initiate contact with.	?	MPD others?

24	<p>Law enforcement agencies should implement effective traffic and pedestrian stop data collection systems that should include the following criteria:</p> <ol style="list-style-type: none"> 1. Race or ethnicity of the person stopped; 2. Gender of the person stopped; 3. Location of stop; 4. Reason for stop; 5. Whether a consent search was requested; 6. Whether a search was conducted and if so, whether contraband found; 7. Whether the person was asked out of the car and/or frisked; 8. Outcome of the stop. 	?	
25	Dane County law enforcement agencies should not only collect the necessary data, but should plan and implement independent expert analysis of the data once collected.		
26	Dane County law enforcement agencies, individually and collectively, should be encouraged to develop individual and/or county-wide anti-bias policies.		
27	Strongly encourage all Dane County law enforcement agencies to follow the recommendations in this report, in an effort to achieve consistency and sustainability in addressing racial disparity at the front end of the criminal justice system. Present law enforcement related recommendations at the Dane County Chiefs' Association meeting, and ask the chiefs to adopt the recommendations and create written policies based upon them within their own organizations.		<p>MPD had a spread sheet and recorded progress, not sure of the others.</p> <p>Was presented to Chiefs in 2009</p>
28	Law enforcement officers are the first point of contact with persons who exhibit mental or substance use conditions, and are critical in determining the situation's outcome (whether or not the person will be jailed). We recommend pre-arrest strategies that "rely heavily on helping police become knowledgeable regarding the nature of mental and substance use conditions, provide tools to de-escalate crisis situations.	?	MPD—Mental Health liaison
<i>Prosecution decisions; Prosecution diversion and sentencing alternatives</i>			
29	In order to include more people of color in DART, Dane County should provide additional assessment resources that would allow DART staff to meet with individuals referred to the program within a week of receiving the referral rather than 2 to 4 weeks after as is now the case.	?	
30	In order to include more people of color in TAP, prosecutors and defense attorneys should refer more people who are charged with crimes other than operating under the influence of intoxicants, the majority of which are white males.	?	

31	Diversion program managers, the DA, Public Defender, and Dane County judges should evaluate the incentives that are being offered by the criminal justice system for TAP and Drug Court to see if they are sufficient to encourage defendants to participate in treatment diversion programs to treat their underlying addictions, rather than serve their sentences and return to their previous lifestyle.		Drug Court reorg
32	DOC should use DART as an alternative to revocation for people whose probation/parole is being revoked for AODA and mental health-related reasons. DOC would share the responsibility of funding the program, and by referring people to DART as an ATR, they would help to halt the revolving door of incarceration, release on probation/parole and revocation back into prison/jail.	?	
33	Collect and analyze data on diversion programs to determine whether there is a racial disparity in prosecutors' referrals of defendants to diversion programs and, if so, why it is occurring. In particular, track prosecutors' offers of diversion and offenders' responses to these offers.	?	
<i>Jury Selection</i>			
34	Support the Jury Implementation Committee's efforts to arrive at best practices for diversifying Dane County jury pools to ensure juries whose ethnic composition reflects that of Dane County as a whole. This can be done by increasing funding for the committee's outreach efforts.	?	Carlo?
<i>Re-Entry: Community supervision, Probation and Parole</i>			
35	Dane County should collaborate with the DOC to analyze corrections data to determine whether the racial disparities in revocations not involving new prison sentences are due to unequal treatment in supervision.		
36	The Dane County Board's Public Protection and Judiciary Committee should monitor the efforts within DOC to review additional rules of supervision for appropriateness and for nexus between rules and the criminal behavior they are trying to prevent, and should provide input to DOC regarding the impact of these rules from the perspective of other agencies, such as social services, law enforcement or the public defender's office.		
37	Dane County should encourage DOC to conduct a weekly review by the DOC regional office of all who are on probation holds and in custody to determine if an intermediate sanction could be implemented (rather than revocation) and review to determine if timelines are being met. Staff cases as necessary.	?	?lance?
38	The DOC should send a weekly audit to all field supervisors identifying custody timelines/due dates with the expectation that field supervisors will review and make sure necessary actions are taken.	?	
39	Dane County should ask DOC to provide training to all Dane County probation and parole agents on resources available for Alternatives to Revocation (ATRs) and the continuum of non-incarceration intermediate sanctions.	?	

40	To allow for continuity of care for returning offenders being treated with psychotropic medications, DOC in Dane County should require returning offenders to apply for the new BadgerCare Plus state-funded insurance program for adults with no dependent children who earn up to 200% of the federal poverty level.		Yellow—Lynn to add comments
41	Dane County and DOC should fund a community support program (CSP) that is devoted solely to the population of returning ex-offenders in need of continuing mental health treatment in order to avoid behaviors that will likely result in their return to prison.	?	
42	DOC and Dane County Department of Human Services should engage in a joint effort to bridge the funding gap between their agencies to allow for more referrals by DOC to mental health treatment providers and increase local capacity to prioritize returning offenders with mental illness, thus avoiding the closed wait list and obtaining needed services to avoid re-incarceration.	?	
43	Dane County Human Services should seek collaborative relations with DOC to ensure continuity of care for re-entry of people on mental health and other medications. This should include comprehensive release planning by DOC, and increased funding for the Mental Health Center of Dane County to help relieve the severe shortage of mental health services and medications for people with mental illness re-entering the community from prison.	?	
44	Dane County prosecutors and judges should encourage the Use of Dane County Drug Court Treatment Program as an Alternative to Revocation for community supervision, probation or parole who have new drug charges.	?	
45	Dane County should form a joint committee of representatives from Dane County EOC, the Courts, community-based organizations such as Madison-Area Urban Ministry and the United Way, and the community at large to create and support a mentoring program that has a connection to the labor market enabling individuals to get access to a full panoply of services such as drug treatment, remedial education, employment-readiness and skills development, and other programs to help returning offenders break the cycle of crime and move into legitimate employment.		Department of Labor reentry grant
46	Open Community Development Authority's and Dane County Housing Authority's low-income and Section 8 housing programs to people re-entering the community from jail or prison. Pass an ordinance, if necessary, to allow DCHA and CDA to bypass the current two-year ban for a person convicted of a crime to be able to apply for public housing. Federal HUD regulations allow for agencies to exercise discretion regarding whether to bar applicants with recent criminal convictions from public housing.	?	

47	DOC and Dane County Job Center should promote the state’s new Transitional Jobs Program to ex-offenders, which creates temporary, subsidized jobs that provide participants with a source of legitimate income, support services, and work experience as they return to the community.	?	
48	Dane County should take the lead with incentives and encouragement of employers to hire ex-offenders by opening more Alternative Selection positions for county jobs, and introducing this process to those who do business with Dane County.	?	Isadore – alternative selection?
49	Dane County should partner with the Center on Wisconsin Strategy (COWS), who is a key player in designing and implementing policy experiments in Wisconsin’s major metropolitan areas, including “high-road economic and workforce development” strategies.	?	Dave Phillips
50	Dane County EOC should maintain information on employers who hire ex-offenders, by the race of the offender.		
51	DOC Region 1 staff should track whether individuals on community supervision in Dane County are employed.	?	Lance
52	Dane County should expand its financial support for smaller agencies and programs serving ex-offenders with a high representation of persons of color or ex-offenders in leadership positions, taking into account information on the effectiveness of these programs.	?	
Other social/economic issues that contribute to racial disparity			
<i>Employment discrimination</i>			
53	Modify Dane County employment applications to permit the County to ask potential employees about pending charges or convictions only to the extent an employer is permitted, under City of Madison ordinances, to consider criminal history in deciding who to employ.		Ban the Box
<i>Housing</i>			
54	Expand availability of clean and sober living situations like Oxford House, working with CDA and DCHA to utilize available housing.	?	Lynn
<i>Public access to criminal history through CCAP</i>			
55	Create a cross-jurisdictional task force whose mandate is development of recommendations for CCAP access that would minimize the potential for frivolous or discriminatory uses of CCAP while protecting access for legitimate purposes. Dane County leaders should take the initiative in seeking the formation of such a task force.		
<i>Driver’s license recovery</i>			
56	Establish policies that exhaust other means of fine collection rather than the automatic suspension of one’s driver’s license.	?	

57	Dane County should form a work group consisting of various stakeholders including child support enforcement, court personnel, advocates for fathers, the Dane County Corporation Counsel, and the Public Defender to determine how license suspension for non-payment of child support can be reduced.	?	Corp counsel?
58	The Department of Corrections should expand a program that assists individuals about to be released with obtaining their driver's license as part of their re-entry. This program could be done in collaboration with community based organizations and law school clinical programs, such as the Community Supervision Legal Assistance Program at the UW Law School.	?	Lance?
New Ideas about Funding			
59	Dane County Office of Equal Opportunity and the Madison Department of Civil Rights should apply now for grants from foundations that seek to reduce racial disparities and promote social justice, such as: Soros Foundation – Open Society Institute, W.K. Kellogg Foundation, Herb Block Foundation, WI Court System/Federal Funding Opportunities		ongoing
Implementation of the Task Force's Recommendations			
60	Create an implementation committee of current task force members who wish to continue to work towards the implementation of this report's recommendations.		Now disbanded
61	Empower the Dane County Office of Equal Opportunity and Madison's Department of Civil Rights to monitor the implementation of these recommendations and report directly to the County Executive and the Mayor.		
Detailed Data Collection Information and Recommendations			
<i>Law enforcement</i>			
62	All law enforcement agencies in Dane County should collect and analyze their data on racial patterns of traffic stops and release public reports at least annually.		
63	Law enforcement agencies in Dane County should collaborate to develop consistent standards for collection and analysis of traffic stop data in accord with nationally-recognized best practices such as the New Jersey consent decree, the resources collected at Northeastern University.	?	
64	Law enforcement agencies in Dane County should evaluate their traffic stop data quarterly to identify patterns of possible biased treatment by police officers and take steps to modify police behavior as appropriate.	?	
65	Law enforcement agencies in Dane County should adopt Early Intervention Systems to track complaints about police officers and patterns of possible biases in traffic stops or arrests and take steps to modify police behavior as appropriate.	?	
66	Law enforcement agencies in Dane County that are not already doing so should transition to a data system that permits more detailed analysis of arrest patterns than simple counts by race and offense.	?	MPD – yes others?

67	Law enforcement agencies in Dane County should work with other Dane County agencies and outside experts to provide statistical analysis of their arrests for the patterns of possible racial disparities.	?	
68	Law enforcement agencies in Dane County should prepare annual reports available to the public on the racial patterns of their arrests. (This may take the form of a public release of the information routinely sent to OJA as part of the Uniform Crime Reports, separating Hispanics from Whites, as recommended elsewhere.)	?	
69	Law enforcement agencies in Dane County should have clear policies about which pedestrian stops are recorded in their databases and which are not.	?	
70	Dane County law enforcement agencies should collaborate to have consistent policies between agencies about which pedestrian stops are recorded in their databases and which are not.	?	
71	Dane County law enforcement agencies should maintain electronic databases of arrests and pedestrian stops that support their enforcement efforts, can be interfaced with PROTECT and WIBRS, and can permit analysis of racial patterns in arrests and discretionary decisions.		Data systems largely not integrated
72	Dane county law enforcement agencies should prepare annual reports available to the public on the racial patterns of their arrests, citations and pedestrian stops that do not result in charges.	?	
73	Dane county law enforcement agencies should collaborate to develop best practices for maintaining and analyzing data on the racial patterns in pedestrian stops with community members and their outcomes (i.e. arrest, citation, warning, counseling, determination that no illegal or improper behavior has occurred).	?	
74	Dane county law enforcement agencies should prepare and release to the public annual reports on the racial/ethnic patterns of pedestrian stops and the results of these stops.	?	
<i>Referral decisions</i>			
75	Dane County Law Enforcement agency databases should include the court to which a referral was made to facilitate reconciliation between law enforcement and court records.	?	
76	Dane County should collect and compile information on the outcomes of Dane County cases referred to federal court or to municipal courts.	?	Carlo?
77	Dane County should analyze the racial/ethnic patterns in referrals and their outcomes, and prepare an annual public report on these patterns.	?	
<i>Prosecutor decisions (Dane County District Attorney)</i>			
78	The Dane County District Attorney should continue to work with Dane County law enforcement agencies to facilitate the use of electronic referrals into the PROTECT system wherever possible to permit analyses that link law enforcement and prosecution records.		Ismael

79	The Dane County District Attorney should be provided with the staff and software necessary to use the PROTECT and CCAP databases to prepare annual reports on the racial patterns of prosecution. (a) As such analyses are relatively new and complex, a search should be made for best practice models for such reports and the District Attorney should consider working with outside consultants or academic experts. Dane County should provide extra funding to support the necessary staff or consultants. (b) Suggested factors to examine include: bail decisions; whether a preliminary hearing was held; whether the accused is in custody during the process; the length of time between arrest, the preliminary hearing (if any), and final adjudication; whether the accused has private counsel, court-appointed counsel, a public defender, or no counsel; how long the defense attorney has had access to the police report prior to the adjudication; offers of diversion or deferred prosecution agreements; charges dismissed outright; recommended sentences.		Potential partnership with Measures for Justice and Code for America
80	In accord with the Governor's Commission report, the Dane County District Attorney should consult with other district attorneys and DAIT regarding the possibility of adding fields to the PROTECT database to capture information deemed important to a disparity analysis that are not currently available in the database, such as diversion or deferral programs offered and the prosecutor's assessment of criminal history, risk factors, or treatment needs.	?	
<i>Sentences</i>			
81	Dane County judges should create or facilitate a system for recording sentence recommendations from plea bargains and any modifications in the final sentence imposed by the judge. This would permit a more refined analysis of decision-making if racial disparities in sentencing are found after adequate control for criminal history.	?	
82	Dane County judges should support an analysis of racial/ethnic patterns in sentencing to determine whether there are racial disparities in sentences after adequate controls for legally-relevant factors.	?	Sometimes occurs individually but not systemically
83	Dane County judges should work with the District Attorney's office (and outside consultants, if necessary) to determine whether the findings of Oliver's 2004 CCAP study on custody at sentencing are valid, if so, to identify the sources of racial differences in custody status.	?	
84	Dane County should commission a study of the impact of criminal history and sentencing on recidivism and whether there is a racially disparate impact of using criminal history in sentencing and should cooperate with a qualified person or institution interested in doing such a study.	?	
<i>Legal Representation</i>			
85	Dane County judges should support an analysis of the data from court records to determine whether having a defense attorney affects custody decisions, plea bargains, and sentences.	?	Ongoing work with national partners

86	A work group of judges, public defenders and other attorneys in Dane County should develop criteria for assessing the quality of performance of court-appointed attorneys.	?	
<i>Community Corrections</i>			
87	Dane County should work with DOC to determine why offenders are revoked in Dane County. This analysis should: (1) determine whether revocation could have been avoided with appropriate services or interventions, and (2) determine whether there is evidence of unequal treatment by race in the decision to revoke. A study of racial disparity in revocation needs to examine the records of both those revoked and those not revoked.	?	
88	Dane County law enforcement, the Dane County Jail, and the Department of Corrections should collaborate to maintain information on patterns of arrests of people on community supervision including the reasons for these arrests to determine whether they are contributing to public safety or making it more difficult for those supervised to rehabilitate and reintegrate in a legitimate lifestyle.	?	
<i>Population data</i>			
89	Dane County should appoint one agency to calculate the appropriate annual county population denominators by race, sex, and age for the needs of various Dane County agencies and should make these estimates available on a web site in a format ready for download and merge into other data systems.	?	OEO – capacity and technology issues
90	Dane County should consult with demographers at the Applied Population Lab and elsewhere about the best approach to generating appropriate population denominators by race, age and sex for sub-county units, should generate these estimates for all Dane County municipalities and should make these estimates available on a web site in a format ready for download and merger into other data systems.	?	
91	Dane County law enforcement agencies should collect and maintain data on offender's residence status as part of understanding the dynamics of racial disparities. Suggested categories are: resident of the municipality, resident of Dane County, no fixed residence, resident of another locale. Some agencies may wish to maintain information on recent migrants to the area. This information should be collected in a consistent fashion regarding.	?	