

**SENATE HEARING SLIP**

(Please Print Plainly)

DATE: 3/7/2000

BILL NO. SB 354

OR  
SUBJECT \_\_\_\_\_

Sen. Gwen Moore

(NAME)

State Capitol

(Street Address or Route Number)

(City and Zip Code)

(Representing)

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information only; Neither for nor against:

Please return this slip to a messenger PROMPTLY.

Senate Sergeant-At-Arms  
State Capitol - B35 South  
P.O.Box 7882  
Madison, WI 53707-7882

**SENATE HEARING SLIP**

(Please Print Plainly)

DATE: 3/7/00

BILL NO. SB 354

OR  
SUBJECT MARK PRAZNIK

REP LEROY YOUNG

(NAME)

126 - NORTH

(Street Address or Route Number)

(City and Zip Code)

(Representing)

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information only; Neither for nor against:

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BILL NO. SB 354

OR  
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Sen. Moore

(NAME)

State Capitol

(Street Address or Route Number)

(City and Zip Code)

(Representing)

Speaking in Favor:

Speaking Against:

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but not speaking:

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Madison, WI 53707-7882

**SENATE HEARING SLIP**

(Please Print Plainly)

DATE: 3-7-00

BILL NO. 354

SUBJECT Collection of data

Concerning motor vehicles

Stops Nino Amato

(NAME)

7645 Farmington Way

(Street Address or Route Number)

Madison, WI

(City and Zip Code)

53712

(Representing)

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information only; Neither for nor against:

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State Capitol - B35 South  
P.O.Box 7882  
Madison, WI 53707-7882

**SENATE HEARING SLIP**

(Please Print Plainly)

DATE: 3-2-00

BILL NO. SR 354

SUBJECT \_\_\_\_\_

Christopher Ahmuty

(NAME)

207 E. Buffalo

(Street Address or Route Number)

Milwaukee 53202

(City and Zip Code)

Bill of Wisconsin

(Representing)

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information only; Neither for nor against:

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Senate Sergeant-At-Arms  
State Capitol - B35 South  
P.O.Box 7882  
Madison, WI 53707-7882

**SENATE HEARING SLIP**

(Please Print Plainly)

DATE: 3-7-00

BILL NO. SR 354

SUBJECT \_\_\_\_\_

Dismiss Becker

(NAME)

1533 N 23rd St

(Street Address or Route Number)

Waukegan 53305

(City and Zip Code)

Myself

(Representing)

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information only; Neither for nor against:

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Senate Sergeant-At-Arms  
State Capitol - B35 South  
P.O.Box 7882  
Madison, WI 53707-7882

**SENATE HEARING SLIP**

(Please Print Plainly)

DATE: March 9 2000

BILL NO. 354

SUBJECT \_\_\_\_\_

Michael Franklin  
(NAME) MADISON WI

122 State St. #500 53703  
(Street Address or Route Number)

United Council of UW students  
(City and Zip Code)

140,000+ students @ 24 different UW  
(Representing) system schools

Speaking in Favor:

Speaking Against:

Registering in Favor:   
but not speaking:

Registering Against:   
but not speaking:

Speaking for information only; Neither for nor against:

Please return this slip to a messenger PROMPTLY.

Senate Sergeant-At-Arms  
State Capitol - B35 South  
P.O. Box 7882  
Madison, WI 53707-7882

**SENATE HEARING SLIP**

(Please Print Plainly)

DATE: 3/7/2000

BILL NO. SB 354

SUBJECT \_\_\_\_\_

Matthew Lute  
(NAME)

122 State St. #500  
(Street Address or Route Number)

Madison 53703  
(City and Zip Code)

United Council of UW Students  
(Representing)

Speaking in Favor:

Speaking Against:

Registering in Favor:   
but not speaking:

Registering Against:   
but not speaking:

Speaking for information only; Neither for nor against:

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Senate Sergeant-At-Arms  
State Capitol - B35 South  
P.O. Box 7882  
Madison, WI 53707-7882

**SENATE HEARING SLIP**

(Please Print Plainly)

DATE: 3/7/00

BILL NO. SB ~~354~~ 354

SUBJECT \_\_\_\_\_

A. Steven Rosten  
(NAME)

214 Pinery St, #300  
(Street Address or Route Number)

Madison, 53703  
(City and Zip Code)

Individual Rights Section - State Bar  
(Representing)

Speaking in Favor:

Speaking Against:

Registering in Favor:   
but not speaking:

Registering Against:   
but not speaking:

Speaking for information only; Neither for nor against:

Please return this slip to a messenger PROMPTLY.

Senate Sergeant-At-Arms  
State Capitol - B35 South  
P.O. Box 7882  
Madison, WI 53707-7882

**SENATE HEARING SLIP**

(Please Print Plainly)

DATE: 3/7/00  
BILL NO. SB 354  
OR  
SUBJECT WALK PARTS

**SENATE HEARING SLIP**

(Please Print Plainly)

DATE: 3/7  
BILL NO. 354  
OR  
SUBJECT \_\_\_\_\_

**SENATE HEARING SLIP**

(Please Print Plainly)

DATE: 3/7/00  
BILL NO. SB 354  
OR  
SUBJECT \_\_\_\_\_

CHRIS STEWART  
(NAME)

120 MONETA  
(Street Address or Route Number)

MADISON WI  
(City and Zip Code)

(Representing)

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information only; Neither for nor against:

Please return this slip to a messenger PROMPTLY.

Senate Sergeant-At-Arms  
State Capitol - B35 South  
P.O.Box 7882  
Madison, WI 53707-7882

Macyla  
(NAME)

122 State St. Ste 500  
(Street Address or Route Number)

MAD, WI 53703  
(City and Zip Code)

(Representing)

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

Registering Against:

but not speaking:

Speaking for information only; Neither for nor against:

Please return this slip to a messenger PROMPTLY.

Senate Sergeant-At-Arms  
State Capitol - B35 South  
P.O.Box 7882  
Madison, WI 53707-7882

Johnnie Morris-Thum  
(NAME)

(Street Address or Route Number)

(City and Zip Code)

(Representing)

Speaking in Favor:

Speaking Against:

Registering in Favor:

but not speaking:

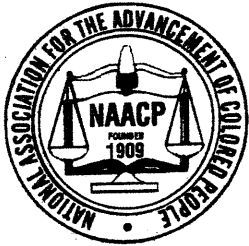
Registering Against:

but not speaking:

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Senate Sergeant-At-Arms  
State Capitol - B35 South  
P.O.Box 7882  
Madison, WI 53707-7882



**FRANK A. HUMPHREY**  
REGION III REPRESENTATIVE — NATIONAL BOARD OF DIRECTORS  
**NATIONAL ASSOCIATION FOR THE ADVANCEMENT OF COLORED PEOPLE**  
PO BOX 821 • MADISON, WISCONSIN 53701-0821 • TELEPHONE (608) 288-9707

**Testimony on 1999 Senate Bill 354**  
**By**  
**Frank A. Humphrey**  
**Legislative and Political Action Chairman**  
**Wisconsin State NAACP Conference of Branches**

**March 7, 2000**

Goodmorning Mr. Chairman (Senator Gary George) and members of the Wisconsin Senate Committee on Judiciary and Consumer Affairs.

My name is Frank A. Humphrey and I am the Legislative and Political Action Chairman for the Wisconsin State NAACP Conference of Branches. NAACP local branch units within the cities of Milwaukee, Beloit, Racine, Kenosha, Madison, Waukesha, and the County of Ozaukee comprise the Wisconsin State NAACP Conference of Branches. These geographic locations are also representative of Wisconsin's greater percentages of African American and ethnic minority citizenry.

I am present today to register in favor of the 1999 Senate Bill 354. It is our understanding that this bill requires a law enforcement agency to collect information concerning motor vehicle stops made on or after January 1, 2001. The information required specifically includes data on the race, age and gender of the operator.

The NAACP is in fervent support of this vital legislation and views it as complimentary too recently introduced federally proposed legislation on this topic.

It is important to emphasize that as Public Policy Lawmakers, Wisconsin's Legislative body must act prudently and with foresight to avoid even the slightest opportunity for some to make a mockery out of the mutual respect that has been earned by law enforcement authorities and municipalities throughout this state. The egregious practice by some law enforcement officials and other state and municipal jurisdictions that would seek under color of law to deprive African Americans and other ethnic minorities of their rights to full citizenship must never be condoned or permitted in this great state.

The Wisconsin State NAACP Conference of Branches urges the swift passage of 1999 Senate Bill 354 to provide for the timely collection and analysis of motor vehicle traffic stop data to ensure that African American and minority citizens are treated equally and fairly under law.

**MEMBER, NAACP NATIONAL COMMITTEES**

**BUDGET & FINANCE • LEGAL • POLITICAL ACTION • ECONOMIC DEVELOPMENT • RESOLUTIONS**  
**WISCONSIN STATE NAACP CONFERENCE OF BRANCHES, LEGISLATIVE DIRECTOR AND LABOR AND INDUSTRY CHAIR**

Frank A. Humphrey, Legislative & Political Action  
Director

WE State Name Conference

Branch

354 96

Register in book JB ~~354~~



NATIONAL ASSOCIATION  
FOR THE ADVANCEMENT OF COLORED PEOPLE

**FRANK A. HUMPHREY, J.D.**

REGION III REPRESENTATIVE  
NATIONAL BOARD OF DIRECTORS

— COMMITTEES —

- BUDGET & FINANCE • LEGAL • POLITICAL ACTION
- ECONOMIC DEVELOPMENT • RESOLUTIONS

POST OFFICE BOX 821  
MADISON, WISCONSIN 53701-0821

TELEPHONE (608) 288-9707

# Vote Record

## Senate Committee on Judiciary and Consumer Affairs

Date: 3/7/2000  
Moved by: George Seconded by: Risser  
AB: \_\_\_\_\_ Clearinghouse Rule: \_\_\_\_\_  
AB: \_\_\_\_\_ SB: 354 Appointment: \_\_\_\_\_  
AJR: \_\_\_\_\_ SJR: \_\_\_\_\_ Other: \_\_\_\_\_  
A: \_\_\_\_\_ SR: \_\_\_\_\_

A/S Amdt: \_\_\_\_\_  
A/S Amdt: \_\_\_\_\_ to A/S Amdt: \_\_\_\_\_  
A/S Sub Amdt: \_\_\_\_\_  
A/S Amdt: \_\_\_\_\_ to A/S Sub Amdt: \_\_\_\_\_  
A/S Amdt: \_\_\_\_\_ to A/S Amdt: \_\_\_\_\_ to A/S Sub Amdt: \_\_\_\_\_

Be recommended for:

- Passage
- Introduction
- Adoption
- Rejection

- Indefinite Postponement
- Tabling
- Concurrence
- Nonconcurrence
- Confirmation

### Committee Member

Sen. Gary George, Chair  
Sen. Fred Risser  
Sen. Alice Clausing  
Sen. Joanne Huelsman  
Sen. Alberta Darling

<u>Aye</u>	<u>No</u>	<u>Absent</u>	<u>Not Voting</u>
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Totals: 5 0 \_\_\_\_\_

Motion Carried

Motion Failed



# United Council

of University of Wisconsin Students, Inc.

122 State Street, Suite 500, Madison, WI 53703 Phone: (608) 263-3422 Fax: (608) 265-4070

Testimony of

Matt Ludt, Legislative Affairs Director

on

Senate Bill 354

March 7, 2000

---

Chairman George, members of the committee, I want to thank you for the opportunity to speak with you today. My name is Matthew Ludt and I am the Legislative Affairs Director for the United Council of University of Wisconsin Students. United Council represents approximately 140,000 students on 24 UW campuses.

I am here today to speak in favor of Senate Bill 354. As students support this bill for several reasons, I will be refuting the arguments against this bill. My colleague will address the arguments for this bill.

Law enforcement officials have noted that the gathering of traffic stop information regarding the race of the driver and passengers will take too much time to collect. Yet common sense and other states' examples yield to the contrary. The Department of Transportation has stated that there are about 800,000 citations given out each year by law enforcement officers. For each stop where a citation is given out, it is estimated there are six other stops where no citation is written. That calculates to 5,600,000 total motor vehicle stops a year. If one divides that number, as all motor vehicle stops would be subject to this proposed law, by 365 days in a year, it is identified that there are an average 15,342 vehicle stops a day in Wisconsin. If two-thirds of Wisconsin's 15,000 full-time law enforcement officers are working on any given day, each officer, on average, stops 1.55 vehicles a day.

The state of Connecticut, which records one-and-a-half times as many citations per year as Wisconsin (CN: 1.2 million, WI:800,000), has implemented the collection of traffic stop data for the purposes of countering racial profiling. In doing so, they have found that it takes their officers 20-30 seconds per motor vehicle stop to record their prescribed 13 data entries. Senate Bill 354 would require a minimum of 10 data entries if the driver is alone in the vehicle and an additional 6 entries for each passenger. Using the Connecticut rate of information entry (2.3 seconds per entry), a vehicle stopped with two people in it would mandate an additional 37 seconds to collect information requested by SB 354. If it turns out that SB 354 requires Wisconsin officers to take twice as long as Connecticut officers on each motor vehicle stop, our law enforcement officers will only be detained for an additional minute and a half each day on their average 1.5 traffic stops a day.



Surely, this is not an undue burden of time upon our law enforcement officers.

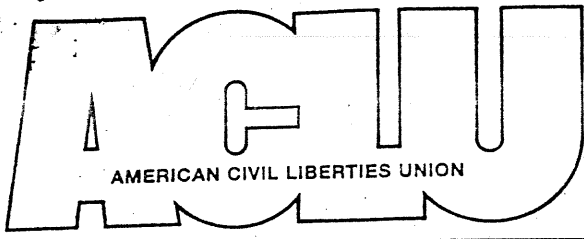
Some law enforcement officials have complained that the collection of this information will be too much of a hassle. I believe the model of how little time it will take officers to record the entries serves as a good refutation of that argument. It should also be noted that most of the information required to be collected under this bill is already recorded in the reports law enforcement officers are required to file.

There is also an argument that Senate Bill 354 would cost Wisconsin too much money to implement. The language in Senate Bill 354 allows Department of Justice to develop a simple form for each local law enforcement officer to record entries upon and for each law enforcement agency to submit to the DOJ. In doing so, the DOJ would be reducing the local police and sheriff departments' administrative costs. After examining the additional time costs, it is unlikely that costs will rise due to the need to hire additional local law enforcement officers. The remaining cost that could possibly make this bill too expensive to implement is the compilation and analysis to be performed by the DOJ. Again, in Connecticut where they process one-and-a-half times as many citation entries, the state leaders have been able to collect and process the information for \$500,000 annually. It seems likely that Wisconsin will be able to afford this bill.

In his explanation of why he vetoed a similar measure to this bill from the state budget, the Governor cited the additional danger our law enforcement officers would subject to in the collection of this information. If this reference was made in regards officers standing along the side of the road next to dangerous moving vehicles, law enforcement officers who patrol Wisconsin's highways will be able to tell you about their alternative practices of addressing the vehicle operators from the right side of the vehicles. This obviously reduces the danger inherent in traffic stops. If the reference was made in regards the additional time the officer might be the proximity of a assaultive or armed vehicle operator, law enforcement officers have regimented procedures for assessing the danger of each traffic stop. The little amount of time the collection of this information will take will certainly not put law enforcement officers in any more of harm's way than they are in now.

In regards to the argument that racial profiling does not exist in Wisconsin, I applaud those critics who can perceive this fact without data or statistics. Certainly, if there is no racial profiling in Wisconsin, then no one should mind the collection of this information. This bill will give local law enforcement agencies an opportunity to prove once and for all that Wisconsin's laws are enforced equally without racial bias.

I believe I have countered every major argument that this bill's critics have put forth. Senate Bill 354 is critical to the protection of the civil rights of the people of color, people of varying ages, and people of both sexes within Wisconsin. Please vote for its passage. Thank you for your time today.



John M. Crew  
Coordinator

1663 Mission Street, Suite 460, San Francisco, CA 94103-2492

Tel: (415) 621-2493 Fax: (415) 255-8437  
E-mail: jcrew@aclunc.org

**TO: INTERESTED PARTIES**  
**FROM: JOHN CREW, COORDINATOR**  
**DATE: JANUARY 7, 2000**  
**RE: NATIONAL TREND TOWARDS TRAFFIC STOP DATA COLLECTION**

In recent months, a growing consensus has begun to emerge on the need for race data on law enforcement traffic stop enforcement practices. Data programs are a necessary component of any effective strategy for identifying and combating racial profiling problems.

In 1999, long-standing concerns over racial profiling in traffic stops finally produced significant and concrete action on three fronts -- federally, in state legislatures and in state and local law enforcement agencies. All three levels have emphasized the need for data on this issue to demonstrable effect. At the start of 1999, there were virtually *no* law enforcement agencies (that were not under court orders because of prior discrimination) that were using data collection on traffic stop and search practices to identify possible racial disparities. At the start of 2000, there are well over *100*.

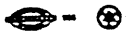
As you may know, at the federal level, in June the President ordered all federal law enforcement agencies to collect race data on their stop and search practices. He also specifically challenged state and local agencies to follow the federal example.

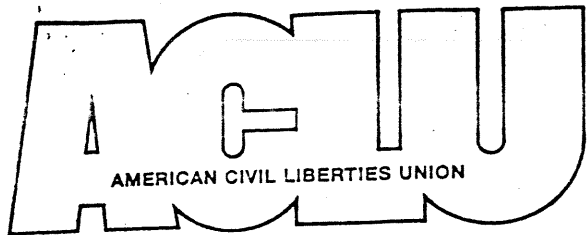
Several agencies have already answered the President's challenge. In recent months, several state police agencies (Washington, Michigan, California, Florida, etc.) have announced voluntary traffic stop data collection programs. In turn, at least sixty local agencies nationally -- including county sheriffs' departments and municipal police forces of all sizes -- have already joined the trend. For example, Houston began a highly touted data collection effort a few months ago. In California alone, at least 46 local agencies -- including four of the five largest municipal police departments -- are engaged in voluntary data collection. (See attached list of voluntary data agencies in California.) To our knowledge, no one has been able to fully track the growing number of voluntary data agencies nationwide.

In 1999, 20 states considered anti-racial profiling bills, nearly all of which included mandatory data collection. A few have already been enacted into law. In Connecticut, a Republican Governor signed a measure requiring all law enforcement agencies in the state to collect such data. In North Carolina, a Democratic Governor signed a bill requiring comprehensive data collection by the state police. Given the enormous political momentum suddenly emerging on this issue over the last year, we expect even more bills to be introduced and enacted in the coming year.

We are particularly confident that the trend towards comprehensive data collection will continue in light of the fading of opposition to the concept in many law enforcement organizations. The most significant indication of this shift was the two anti-profiling resolutions passed in November at the annual convention of the International Association of Chiefs of Police (IACP). IACP, the more conservative of the police management groups and an organization that just a year ago was openly skeptical about the need for traffic stop data, is now officially on record supporting data collection efforts. IACP now joins the minority police groups, like NOBLE and the National Black Police Association, who have long led the charge for comprehensive data.

For the latest news on racial profiling, visit the "What's New" and "DWB News Archive" sections at the "Arrest the Racism" homepage on the national ACLU's website at: [www.aclu.org/profiling](http://www.aclu.org/profiling).





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Tel: (415) 621-2493 Fax: (415) 255-8437  
E-mail: jcrew@aclunc.org

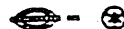
Voluntary Data Collection Agencies in California  
(as of December 5, 1999)

Total: 47 Agencies

California Highway Patrol  
San Diego Police  
San Jose Police  
San Francisco Police  
Sunnyvale Police  
Richmond Police  
Santa Cruz Police  
Berkeley Police  
Davis Police  
Redding Police  
Weed Police  
San Carlos Police  
Riverside Police  
Trinidad/Blue Lake Police  
Solano County Sheriffs Dept.  
Gilroy Police  
UC San Francisco Police  
Amador County Sheriffs Dept.  
Livermore Police

All of Alameda County, including:  
Alameda County Sheriff  
Oakland Police  
Berkeley Police  
Albany Police  
Sunol Police  
Piedmont Police  
Emeryville Police  
Alameda City Police  
Hayward Police  
San Leandro Police  
Castro Valley Police  
Fremont Police  
San Lorenzo Police  
Newark Police  
Union City Police  
Pleasanton Police  
Livermore Police

All of Stanislaus County, including:  
California State Public Safety  
Ceres Police  
Hughson Police  
Modesto Police  
Newman Police  
Oakdale Police  
Patterson Police  
Riverbank Police  
Stanislaus County Sheriff  
Turlock Police  
Waterford Police Services





American Civil Liberties Union  
Freedom Network

February 1, 2000 -- Cincinnati Chief Asks for "Forgiveness" for Racial Profiling

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CINCINNATI -- There have been incidents of Cincinnati police pulling people over simply because the color of their skin, and chances are it will happen again, Cincinnati Police Chief Thomas Streicher Jr. said Monday night according to a story in today's Cincinnati Enquirer.

"Yes, it does occur," he admitted to a crowd of several hundred people gathered at Mount Auburn Presbyterian Church for a community forum on "Driving While Black." "All I can do is ask for forgiveness for transgressions in the past."

Chief Streicher's remarks came in the context of a state and national discussion on how to address the issue of racial profiling.

Ohio State Rep. Peter Lawson Jones, D-Shaker Heights, is sponsoring legislation that would require police to track the race, sex and age of motorists they stop and ticket. A similar bill is pending at the federal level.

If legislation is passed, it would provide a way to gather statistics that aren't being collected and analyzed now according to the Enquirer.

Once the statistics are there, it could change the police practice of pulling people over based on race, Mr. Jones said Monday night. Action could be taken against departments or officers who stop people because of their race, he said. The law itself also should be a deterrent to avoid profiling, he added.

"There are some people who don't believe racial profiling occurs," said Mr. Jones. "It is a reality. We need to collect these statistics. ... It would help to rebuild the public faith."

The Enquirer reported that people who have gathered statistics in recent years say they have numbers that show racial profiling is a problem, particularly for blacks.

A study that University of Toledo law professor David Harris released last year based on court records found that blacks driving in the Toledo, Akron, Dayton and Columbus areas were twice as likely to get tickets as non-blacks - whites, Hispanics and other ethnic groups. Mr. Harris also says an even higher percentage of black motorists are stopped but not ticketed. But police agencies don't keep records by race if a citation is not issued.

Studies in Maryland, New Jersey and Texas had similar findings according to the newspaper.

"This is real and you can measure it," he said, drawing applause from the crowd gathered

for the event sponsored by the League of Women Voters of the Cincinnati Area and the American Civil Liberties Union of Ohio, Southwest Chapter.

But not everyone supports the legislation proposed in Ohio.

"It looks like a fairly lengthy report has to be written," Fraternal Order of Police President Keith Fangman said. "It's that much more the officer is taken off the beat."

In more than 100 cities where police agencies are collecting racial statistics, officials have found that record-keeping is not cumbersome, Mr. Harris said.

Some residents who participated in Monday's discussion said they were encouraged to hear Chief Streicher acknowledge that there is a problem.

"The smart thing he did was admit that no organization is perfect," said Neze Tate, 78, of East Walnut Hills, who shook the chief's hand after the discussion. "He acknowledged that it has happened in the past and it will happen in the future."

The newspaper reported that Chief Streicher said the department must address public concerns. He said the department continues to make strides with a risk-management program that requires ethical decision-making and emphasizes training and supervision.

Source: Cincinnati Enquirer (<http://enquirer.com>)

INDEX	JOIN	HOME	SEARCH	FEEDBACK
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American Civil Liberties Union  
Freedom Network

February 7, 2000 -- R.I. Attorney General Reverses Self - Endorses DWB Data Bill

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PROVIDENCE, R.I. - The Associated Press reported today that Rhode Island Attorney General Sheldon Whitehouse has switched positions on a proposed study of racial profiling, a week after tensions arose over two white Providence policemen who mistook a black fellow officer for a suspect and killed him.

According to the AP, Whitehouse said in a statement Sunday that he supports a bill that would authorize studying state police traffic stops to see if troopers target minority drivers. The reversal comes less than a week after the Rhode Island Civil Rights Roundtable, the ACLU and others released a letter to Whitehouse criticizing his failure to back the legislation.

Whitehouse said questions about divisiveness the review would possibly create were outweighed by his concerns about trust between minorities and police.

"I believe legislation can be adopted that will help reassure the minority community that law enforcement and the Legislature are respectful of those concerns," he said.

Legislators filed the racial profiling bill in the General Assembly last month, proposing a two year review of traffic stops. State police oppose the study, saying they are being unfairly singled out and the data could be misleading.

The wire service reported that Whitehouse has been under fire in recent days as he leads an investigation into the Jan. 28 death of Sgt. Cornel Young Jr., an African American officer who was off duty and in street clothes when he rushed to aid two officers responding to a fight outside a diner and was killed.

The Rev. Marlowe Washington of the Allen A.M.E. Church and other black clergy have asked Whitehouse to recuse himself from the inquiry, fearing anyone with ties to Rhode Island law enforcement would be biased toward the white officers.

Whitehouse last year created a task force of community leaders and law enforcement authorities to study how to improve police relations with minorities.

"I remain committed more than ever to working on solutions now," he said. "The statistics alone will not solve any problem. We still need to address such issues as recruitment, hiring and promotion of minorities by police departments and increased diversity and sensitivity training."

Source: Boston Globe ([www.boston.com](http://www.boston.com))



American Civil Liberties Union  
Freedom Network

February 2, 2000 -- Connecticut Police Agencies Combat DWB with Data Collection

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WATERBURY, CONN - According to a story in today's Waterbury Republican-American, it has not been determined whether Connecticut has a serious racial profiling problem, but as of Jan. 1, law enforcement officers across the state started using a new form to help determine whether profiling is being used. Police departments were also required to adopt written anti-racial profiling policies.

The newspaper reported that officers who stop motorists must complete an official state Traffic Stops Statistics form to provide information on the nature of the stop, the race and ethnicity of the driver and the reason for the stop.

In addition, if a motorist feels he or she was stopped for other than legitimate reasons, they may enter a complaint to their local police department. The complaint form is also available on the Internet at: <http://www.state.ct.us/csao/traffic.html> . Each law enforcement agency is then required to perform an internal investigation and to provide a copy of the complaint to the Chief State's Attorney's office.

The Traffic Stops Statistics form does not have to be completed if an officer stops to assist a motorist with an emergency or break down.

According to the Republican-American, police departments that fail to comply with the new law could lose state funding.

There is some anecdotal evidence of racial profiling in Connecticut. More than a year ago, in Trumbull, state Sen. Alvin Penn, D-Bridgeport, said he was the victim of racial profiling when a police officer pulled him over for no apparent reason and informed him he didn't look like he belonged in town, reported the newspaper. Penn, co-chair of the Legislature's Public Safety Committee, authored, championed, and successfully fought for passage of the bill to outlaw racial profiling.

Connecticut became the second state in the nation to pass law that required data collection as a means to combat racial profiling. North Carolina was the first. (More information on North Carolina's law is available at:

<http://www.aclu.org/news/1999/n042199b.html> .) At least 18 states have introduced traffic stop data bills in 2000. (Information on some of these bills is available at:

<http://www.aclu.org/news/2000/w021000b.html> ,

<http://www.aclu.org/news/2000/w020800b.html> ,

<http://www.aclu.org/news/2000/w020100b.html> ,

<http://www.aclu.org/news/2000/w012700a.html> ,

<http://www.aclu.org/news/2000/w012600a.html> ,

<http://www.aclu.org/news/2000/n012400b.html> ,

<http://www.aclu.org/news/2000/w012100a.html> ,

<http://www.aclu.org/news/2000/w011100b.html> ,  
<http://www.aclu.org/news/1999/w122299b.html> , and  
<http://www.aclu.org/news/1999/w122299a.html> .)

In 1993, an Avon, Connecticut police officer, Alvin Schwapp, charged the Avon Police Department with racial profiling. An internal investigation showed supervisors had ordered officers to target minority motorists traveling on Route 44. The case was dismissed, however.

Edward Flaherty, superintendent of the Waterbury Police Department, said profiling is not a practice on his police force.

"We have had no official or unofficial practice of pulling people over solely based on race. It's never been that way, and as far as I know, it's not being done," he said.

At the same time, Flaherty said residents of minority neighborhoods have told them they want officers to do something about outsiders who don't appear to live in their area because residents want to discourage illegal drug trafficking.

Flaherty said the new reporting requirement shouldn't be particularly time-consuming. What he is worried about is how the data will be interpreted and possibly misused or misunderstood.

On Jan. 1., Waterbury adopted an anti-racial profiling policy to coincide with the new legislation. "Motor vehicle stops must be based on a reasonable suspicion that a specific crime has been committed," Flaherty says.

In Cheshire, the local policy requires an officer who makes a motor vehicle stop cannot be relieved from duty until all forms have been completed. The shift commander must verify a form was submitted for each stop. Officers who violate the policy are subject to discipline and may be fired.

Torrington Deputy Police Chief Robert Milano said his department began working on its policy in October. Despite taking a bit more time, Milano said the policy does not change the way officers do their jobs.

"The caliber of our people, I believe, and I'm not just saying this because I'm deputy chief, but our people are very professional," he said. "They don't stop people based on who they are, but based on what they did."

However, the Republican-American reported that at least one Waterbury family has felt the sting of what they believe is racial profiling. The newspaper reported that, with one exception, it has been several months since Bea Trepiccione's grandson and son-in-law visited her North Walnut Street home.

Trepiccione, 80, says their once-frequent visits have slowed because of an incident last summer. "My son-in-law and grandson were on the way to visit me when they stopped to look at a car that was for sale," Trepiccione said. "A policeman came along and asked them what they were doing. My grandson told me the officer said they shouldn't be in the



area because they're not black." Trepiccione still gets worked up discussing the incident.

"They came by my house before the Christmas holiday," Trepiccione said in a recent interview. "I think they feel they're not wanted in this section and don't want to bother coming this way."

What happened to Trepiccione's family is called racial profiling and is most often associated with race-based traffic stops. Profiling happens when a law enforcement officer uses certain racial characteristics as indicators of criminal behavior and stops a person, not because they have done something wrong, but because they match the racial profile.

Although the Trepicciones are white, national data suggests police are pulling over a growing number of drivers simply because they are black, reported the newspaper. The drivers are seldom issued traffic tickets or citations. The practice has become common enough that blacks have developed a label for it: Driving While Black or DWB.

"My grandson told him they were going to visit his nanny," says Trepiccione, her heavy Italian accent in full throat. "He told my grandson, 'You are white, not black.'"

Source: Waterbury Republican-American (<http://www.rep-am.com/>)

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# State Senator GWENDOLYNNE MOORE

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Board Member: Wisconsin Housing and  
Economic Development Authority

February 1, 2000

For Immediate Release

Contact: Senator Gwendolynne S. Moore: (608) 266-5810

## Moore Introduces Legislation to Track Race-Related Traffic Stop Statistics

**Madison--** State Senator Gwendolynne S. Moore and Representative Leon Young introduced new legislation that would require law enforcement agencies and the Department of Justice to catalog and track motor vehicle stop information with respect to the race of the individual(s) stopped or searched. The legislators have introduced companion bills (Senate Bill 354 & Assembly Bill 716) as part of a nationwide effort to confront the practice of racial profiling by law enforcement officials. Racial profiling is the practice of stopping, searching, and or detaining an individual based on their race.

"By collecting race-related traffic stop and search information, it can be determined whether a particular municipality has a significantly disproportionate incidence of stops and searches of people-of-color," said Moore. "Should evidence suggest that racial profiling is prevalent in a community, elected officials will better be able to assess whether or not the law is being applied in a discriminatory fashion and correct police practices."

While these police practices are hardly new, legislative efforts across the country have recently concentrated on collecting race related stop and search data in order to determine where racial profiling is occurring. On the national level, President Clinton issued an executive order in June of 1999 to all federal law enforcement officials to collect data on the race and gender of the people they stop to question or arrest. He called racial profiling a "morally indefensible, deeply corrosive practice." Currently, both houses of Congress have bills pending that require the collection of racial data for traffic stops.

At the state level, both Connecticut and North Carolina passed race-based traffic stop statistics legislation. Moreover, the state police agencies of Michigan, Florida, California, and Washington *voluntarily* began collecting race-based traffic stop statistics. New Jersey state police began keeping race statistics after reaching a settlement with the U.S. Justice Department which included the establishment of an independent monitor to ensure that racial profiling by state troopers cease. In Rhode Island, the state police

began collecting the information as a means to forestall efforts to force the issue in that state's legislature. After only six months of collecting race data, statistics showed that state police were stopping minorities at a rate that was over three times the proportional share of minorities in Rhode Island's total population. Following news of the disparate rate in which minorities were stopped, the state's police superintendent suddenly claimed his own statistics were invalid and stopped collecting the information. He now opposes new legislative efforts to require law enforcement to comply with the collection of data on race.

Additionally, cities such as Houston, Madison, and over 90 law enforcement agencies in California have committed themselves to collecting race information during motor vehicle stops. The City of Milwaukee approved a similar resolution last year but narrowed the collection of race statistics to a limited number of municipal offenses.

"This issue is gaining nationwide momentum as early reports show minorities are stopped at higher rates," said Moore. "States and municipalities across the nation have found the resources and--and frankly the courage--to collect this information. I can't see any reason why Wisconsin should avoid confronting discriminatory police practices."

Moore and Young's bills are similar to a budget provision passed by the legislature last fall. The Governor subsequently vetoed the provision and instead created a task force to study the issue further. By nomination of Senate Majority Leader Chuck Chvala, Senator Moore was appointed to the task force. Monthly task force meetings will be held through November and are open to the public.

"The legislature will ultimately have to step in and do something to address racial profiling," said Moore. "At this point, statewide advocacy groups and others are only asking for the collection of reliable data to determine where racial profiling is occurring. I don't think this is an unreasonable request, and I hope that my colleagues and the Governor will support this measure."

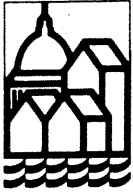
Moore noted that citizens have contacted her from all over the state about incidents of racial profiling in their area. The Senator emphasized that this is a statewide issue that must be confronted. She pointed out that the editorial boards of the Wisconsin State Journal, the Janesville Gazette, the Sheboygan Press, the Racine Journal Times, and the Milwaukee Journal Sentinel have endorsed the collection of the statistics called for in her legislation.

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## Office of the Mayor

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City of  
Madison



Susan J. M. Bauman, Mayor

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Madison, Wisconsin 53709  
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TO: Mayor Susan J.M. Bauman  
President Judy Olson and Members, Madison Common Council

FROM: A.J. (Nino) Amato, Chair, Task Force on Race Relations  
Ald. Ken Golden, Vice-Chair, Task Force on Race Relations

DATE: May 4, 1999

RE: **Final Report of the Task Force on Race Relations**

The Task Force on Race Relations was created in January 20, 1998, to address two specific objectives:

1. Review the findings and recommendations of the EOC Ad Hoc Committee on Alcohol Licensing and Traffic Stops of African Americans, and to develop a plan for implementing the appropriate recommendations.
2. Develop recommendations and community proposals for respecting diversity, undoing racism, and improving race relations in the City of Madison.

The Task Force completed its first objective and submitted a report to the Common Council which was adopted on October 20, 1998. On a 19-1 vote, the Common Council accepted the Task Force's recommendations on traffic stops of African Americans and ALRC process improvement recommendations.

On behalf of the Task Force members, we are pleased to submit a resolution and accompanying recommendations in the attached Final Report, which address the Task Force's second and more difficult objective of improving race relations in the City of Madison. We are very grateful to the Task Force members for their hard work, commitment, and resolve to improve race relations in Madison. We are now asking for your support in accepting the Task Force report and the adoption of the accompanying resolution.


AJA/clb  
Attachments

City of Madison, Wisconsin

A **SUBSTITUTE RESOLUTION** \_\_\_\_\_

A resolution approving the recommendations and the report of the City's Task Force on Race Relations concerning the creation of a program to promote a community dialogue on race; to further the implementation of the recommendations of the 1994 MEOC Ad Hoc Committee Report on Community, Race, and Ethnic Relations; and to authorize the Mayor and Office of the Community Services to create a Youth Recreation Program intended to integrate youth into mainstream recreational activities. This resolution also directs that a number of City boards, commissions, and departments take steps to evaluate the efficacy of 19 separate recommendations and propose implementation plans for those found feasible. Funding for any of the adopted recommendations or the other 19 proposals is contingent upon separate actions of the Common Council, either through resolution or through the year 2000 budget.

Presented May 4, 1999  
 Referred CC 5/18/99  
 Rereferred \_\_\_\_\_  
 Reported Back MAY 18 1999  
 Adopted  POF \_\_\_\_\_  
 Rules Suspended \_\_\_\_\_  
 Public Hearing \_\_\_\_\_

APPROVAL OF FISCAL NOTE IS NEEDED  
 BY THE COMPTROLLER'S OFFICE  
 Approved By   
 Comptroller's Office

**SUBSTITUTE RESOLUTION NUMBER** 56,232  
**ID NUMBER** 25472

Drafted By: Ald. Ken Golden

Date: March 22, 1999

Fiscal Note: The fiscal impact will depend upon those independent legislative actions that implement the recommendations

SPONSORS: Mayor Susan Bauman and Ald. Ken Golden

WHEREAS, the Mayor and Common Council created the Task Force on Race Relations on December 16, 1997, from the report of the EOC Ad Hoc Committee on Alcohol Licensing and Traffic Stops of African Americans, I.D. # 21493; and

WHEREAS, the Task Force on Race Relations was created with two (2) specific charges:

1. Review the findings and recommendations of the EOC Ad Hoc Committee on Alcohol Licensing and Traffic Stops of African Americans and to develop recommendations for immediate action as well as long-term recommendations and implementation steps.
2. Develop recommendations and community proposals for respecting diversity, for undoing racism, and for improving race relations in the City of Madison.; and

WHEREAS, the Task Force on Race Relations completed its first charge on October 20, 1998 and then turned to its other responsibility; and

- WHEREAS, the Task Force on Race Relations studied what was going on regarding the Study Circles model, which is used nationally, and related approaches, such as the Building Bridges program; and
- WHEREAS, the Task Force on Race Relations delved into an earlier report created by the '94 EOC Ad Hoc Committee on Community, Race, & Ethnic Relations; and
- WHEREAS, the Task Force on Race Relations held focus groups with fifteen (15) community organizations (the Assembly of Baha's, Centro Hispano of Dane County, Communities United, LUCHA, Madison Area Service Clubs Council, Madison Area Technical College, Madison Jewish Community Council, Madison Urban Ministry, Midvale Community Lutheran Church, Northside Planning Council, South Madison Health & Family Center, Transitional Housing, United Refugee Services of WI, University of Wisconsin-Madison, and the Wisconsin Council of Churches) to determine their ideas about race relations; and
- WHEREAS, the Task Force on Race Relations received public comment and input at every Task Force and Working Group meeting; and
- WHEREAS, the Task Force on Race Relations held a special public hearing on February 22, 1999 to solicit ideas and recommendations from the community-at-large; and
- WHEREAS, the Task Force on Race Relations carefully evaluated an earlier proposal considered by the Community Services Commission concerning youth recreation; and
- WHEREAS, the Task Force on Race Relations evaluated the efficacy of the many ideas and recommendations expressed by the public and by the fifteen (15) community organizations;

NOW, THEREFORE, BE IT RESOLVED that the Task Force on Race Relations has concluded, based on study and public comment, that there are race relations problems in Madison and the Dane County area; and

BE IT FURTHER RESOLVED that the Task Force on Race Relations offers the following recommendations to the Mayor and Common Council for their consideration as a way to constructively improve race relations in Madison and the Dane County area:

1. Proposal for a community-wide dialogue to improve race relations, entitled Study Circles on Race (Part I);
2. New and enhanced recommendations based on the Report of the 1994 MEOC Ad Hoc Committee on Community, Race, and Ethnic Relations (Part II);
3. Proposal to Integrate Youth into Recreational and Cultural Activities (Part III); and

BE IT FURTHER RESOLVED that the Task Force on Race Relations believes the following nineteen recommendations have sufficient merit for them to be considered seriously by various City boards, committees, and commissions and other institutional entities as viable strategies for improving race relations (Part IV):

**Economic Development Recommendations**

1. The Mayor and Common Council should consider the creation of a Minority Small Business Investment Company (MSBIC).

2. The Mayor, Common Council, and Economic Development Commission should consider increasing financial support to the Dane County Economic Summit Council.
3. The Common Council through the Board of Estimates, the Community Development Authority, the Plan Commission, and the City Department of Planning and Development should research the use of TIF to improve locally depressed neighborhoods.
4. The Mayor, Common Council, and Transit and Parking Commission should study the merits of taxi deregulation.

**Education Recommendations:**

5. The City of Madison should consider authorizing the Economic Development Commission and the Board of Education-Common Council Liaison Committee to initiate discussions with the school district, local institutions of higher education, local businesses and foundations, and other organizations to consider establishing a Madison "I Have A Dream" (IHAD) program.
6. The Mayor and Common Council should give consideration to increasing the level of service provided by the MEOC Education and Outreach programs for FY 2000.
7. The City of Madison's Office of Community Services should work in collaboration with United Way, the MMSD, after-school providers, and other related organizations to develop a unified plan to improve after-school programming in Madison. Mixing children of different races and income levels should be supported to the extent possible.
8. The City of Madison should consider a collaborative effort with the school district and institutions of higher education to assist low-income parents of elementary and middle-school children to plan for and apply for their children's college or technical training education.
9. The Mayor and Common Council should work with the MMSD to explore and study policies that physically and programmatically separate students by race due to actual or perceived differences in academic achievement. The study should determine and document the extent to which these policies have the effect of segregating students at area high schools.

**Multicultural Recommendations:**

10. The Mayor and Common Council should request the Parks Commission consider publicly-funded community neighborhood swimming pools.
11. The Mayor and Common Council should consider providing seed money for the planning and development of a multi-cultural training institute by a consortium of public/private local agencies.
12. The Mayor and Common Council should request that the City's Arts District Advisory Committee work with the Overture Board to ensure the inclusion of diverse subjects attractive to all race and ethnic groups in performances and in the audience of events.
13. The Mayor and Common Council should consider financially supporting multi-cultural dance events/programs for the Monona Terrace through a matching fund program.

**Home Ownership Recommendations:**

14. The Mayor and Common Council should consider a three-part proposal regarding home ownership loans:
  - A. Funding for the Community Reinvestment Committee to conduct an analysis of why people of color are more likely to be rejected for home ownership loans.
  - B. Developing a new program that would do educational outreach to people of color regarding home mortgages, home-buying counseling, and seminars.
  - C. The City's new Housing Committee should explore the development of Individual Development Accounts (IDA) for low-income people who want to save for a down payment on a home.

**Outreach and Training Recommendations:**

15. The Mayor, Common Council, and MEOC should consider partnering with the Chamber of Commerce to create and implement a training program for retail business employees that would teach them how to spot potential shoplifters by looking at customers' behavior, instead of using racial profiling.
16. The Mayor and Common Council should consider creating an outreach initiative through the joint efforts of the MEOC and the EDC to assemble a group of community and government leaders, emphasizing those who are responsible for providing social and economic services to residents in Madison and surrounding areas. These targeted individuals should be invited to participate in an intensive workshop on understanding and undoing racism.
17. The Mayor and Common Council, through the MEOC, should consider developing an outreach program for the Southeast Asian American Community that would improve the ability of this population to access services and community supports as needed.
18. The MEOC should organize regular quarterly meetings between the local media associations, representatives of the various Madison media, and representatives of Madison's racial and ethnic communities. The goal of such meetings is to create a better understanding between the media and minority communities to combat racial stereotyping in the media.

**Measuring Outcomes Recommendations:**

19. The Mayor and Common Council should consider creating a staff team which would establish a set of social and economic indicators to measure progress in race relations over time.; and

**BE IT FURTHER RESOLVED that the City's Equal Opportunities Commission (EOC) is assigned lead responsibility for the overall monitoring of the Race Relations Task Force Report. EOC shall periodically report to the Council about progress and implementing the recommendations contained in the report. Reports from the EOC shall occur initially within one-hundred twenty (120) days of the adoption of this report and at six (6) month intervals thereafter until such time as monitoring this report is no longer relevant; and**



**BE IT FURTHER RESOLVED that each of the city agencies which are either named in the report, or staff commissions which are named in the report, shall within ninety (90) days of adoption of this resolution, submit a work plan to the EOC describing the strategy they intend to use for deciding whether or not to move forward on the recommendations and, if approved, on how they intend to implement the recommendations assigned to them. The EOC staff shall work with non-city entities to monitor the response of these entities to the recommendations. Upon receipt of said reports, the EOC shall convey these to the Common Council as a single document as part of their first required report. For the nineteen (19) recommendations proposed for consideration, if any agency or board or commission recommends implementation, budget input should be conveyed to the Mayor for her consideration and for potential inclusion in the year 2000 City Operating or Capital Budget; and**

BE IT FINALLY RESOLVED funding for all of the adopted recommendations and any of the 19 additional proposals, which are ultimately approved, is contingent upon separate Common Council action either through a separate resolution or through the year 2000 budget.

**THE TASK FORCE ON RACE RELATIONS:  
IMPROVING RACE RELATIONS IN THE  
GREATER MADISON AREA**

**FINAL REPORT**

**May 4, 1999**

Mayor Susan J.M. Bauman, Ex Officio

A.J. (Nino) Amato, Chair

Ald. Ken Golden, Vice-Chair

LaMarr Billups

Phil Certain \*

Jayson Chung

Patricia DuCharme

Marilyn Feil

Connie Ferris-Bailey

Harlan Hendrix

Ying Lee \*

Michael McKinney

Frederick Mohs

Hedi L. Rudd

Deborah Speckmann

Alfonso Zepeda-Capistrán

\* Resigned February 1999

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## Introduction

The Race Relations Task Force was given two basic responsibilities. The first was to evaluate the recommendations of the Equal Opportunities Commission (EOC) with respect to alcohol licensing and traffic stops contained in an EOC ad hoc committee report. That responsibility has been completed and adopted by the Common Council on October 20, 1998. The second task which the Task Force was assigned by the Mayor and Common Council was to make recommendations on ways of improving race relations in Madison.

In approaching our second objective, the Task Force chose to divide into two subcommittees to focus on two specific areas. Because the first subcommittee involved community organizing, we sought ways of creating opportunities for community discussions about race, which we refer to in this report as Study Circles. The second subcommittee evaluated a report, which had been approved by the Common Council in 1994, that also dealt with race relations. The Task Force felt that the strategies outlined in this report had merit and chose to study the efficacy of the earlier recommendations; discussed them with the affected governmental institutions (i.e., school district and City agencies and departments); reviewed the progress of the recommendations; and, where we saw a need, enhanced and built upon these recommendations.

The products of these two subcommittees are reflected in Part I: Study Circles and Part II: EOC '94 Ad Hoc Committee Report on Community, Race, and Ethnic Relations recommendations. Part III and Part IV of this report come from a fundamentally different process.

Part III of this report includes a proposal, submitted by Task Force member Ken Golden, involving developing ways to integrate youth into ongoing recreation and cultural activities. This particular initiative seemed to step out from the other recommendations. The same idea had been proposed seven years earlier and didn't get much reaction. This time, City staff, upon hearing the proposal, responded immediately and favorably outlining strategies and practices which could achieve the goals and objectives of the proposed program. City staff also submitted a preliminary work plan and project proposal at our last meeting. In light of this response, the Task Force chose to move the adoption and implementation of this particular initiative as a separate recommendation to the Mayor and the Common Council.

Part IV contains a variety of ideas and recommendations which we recommend be considered. Late in our deliberations, the Task Force began to sense that there was a great desire in the community for us to consider large and small ways of improving race relations. While we knew that in most cases we would not have time to do the sort of careful study on these items that we had done with other items, we believed that the community would be well served if we heard and compiled their ideas, evaluated their merit, and forwarded them on to the appropriate City boards, committees, or

commissions, or even other units of government for their consideration. We received these recommendations from fifteen community organizations who conducted focus groups among their members, from regular public comment at all Task Force meetings, from a final public hearing we held in February 1999, and numerous ideas and proposals from individuals in our community by e-mail, telephone conversations, and letters to Task Force members.

As a result, Part IV includes a diverse list of ideas and recommendations. The recommendations range in many different areas including economic development tools, home ownership initiatives, development of race relation indicators, creating multicultural events, supporting community public swimming pools, and developing academic scholarships for disadvantaged youth.

It is important to note that we, as a Task Force, were unable to thoroughly examine and study all of the recommendations in Part IV given the short time we had remaining as an official Task Force of the City. However, the person(s) who recommended these proposals cited some data and experience/examples to justify their merit and often cited some sort of community problem to establish the need. As a result, the Task Force members reviewed the merits of each recommendation. We also discussed what findings and community conditions we believe related to each specific recommendation; assigned each recommendation to some institution in our community or in City government, including City staff, City committees, boards, or commissions; and even in some instances other units of government. Finally, we recommend that the entity to whom we assigned the particular initiative evaluate the efficacy of the idea and if they wish to proceed, propose an action plan for its implementation of the particular initiative to the Mayor and Common Council. We believe these should be completed within 180 days of the Council's adoption of our report.

Since this will occur long after this Task Force is disbanded, we also recommend the Mayor and the City Council assign one existing board or commission stewardship responsibility to assure that the City achieves closure on whether or not to proceed with these recommendations. Without such a process, we believe that our report will join many others on the shelf of the City archives and go nowhere. With such a process, we believe that most of these recommendations could be implemented and will positively affect race relations in the City of Madison. We ask you to give life to these recommendations and ideas and assign stewardship responsibility to the appropriate committee, board, or commission.

## PART I

### **A Call to Community - Honest Conversations About Race, Community Involvement, and Responsibility**

#### **Mayor's Task Force on Race Relations' Proposal for a Community-Wide Program of Study Circles on Race**

*Darkness cannot drive out darkness. Only light can do that. - Martin Luther King, Jr.*

#### **Introduction**

The Mayor's Task Force on Race Relations was asked to develop a strategy for community activities that would result in respect for diversity and the undoing of racism.

Over the course of many meetings, discussions and public comment sessions, the Task Force considered a wide variety of community activities that could result in positive movement toward improving race relations. We recognized that many groups and individuals already are engaged in community activities - including ethnic celebrations, training programs, presentations and symposia on race issues, community dinners, and other events - that contribute toward closing the distance among racial/ethnic groups. We asked ourselves, what strategy would most effectively complement and enhance the activities already provided to the Madison community by many groups and individuals dedicated to improving race relations?

The Task Force also wanted to respond to its sense that although race is a highly visible public issue, discussion and debate about race have grown stale and fragile. While views on race are still held and argued with spirit by some, the vigor of the discourse does not appear to be resulting in a stronger commonality among people of different racial and ethnic backgrounds. Debates seem to run in circles, with participants growing more strident, frustrated over not being heard, much less understood. Race as a public issue is stuck. Too many have privately decided not to risk getting caught in its often sharp teeth and have withdrawn from engaging in the issue. Too many, while professing genuine concern about racial disharmony, have adopted an attitude of just "getting by."

The Task Force's recommendation for a community-wide Study Circles program on race, which is laid out in detail in the attached outline description, has the simple goal of building new channels of communication between adults and youth in the Madison community. It aspires to restore some of the hope and enthusiasm, two major ingredients of commitment, that have gradually deserted many citizens who are concerned about racism.

A Study Circle on race is a group of people of different backgrounds who meet, with the aid of a facilitator, at least a handful of times to get to know each other and discuss - openly, honestly, and as equals - the difficult topic of race. For most people, this is a very rare opportunity. A Study Circle does not begin with specific desired outcomes. Instead, it provides a safe setting to encourage people to explore issues of race freely, without having to stick to particular positions. A Study Circle does not steer participants toward any particular agreement or decision. Therefore, people are free to engage in dialogue rather than debate. Freedom from being pressured to adopt a certain position or agree to a certain action step allows people to more openly explore the kinds of action they would like to take. A Study Circle gives participants the time to move past superficialities, generalizations, and rehearsed positions and instead to communicate with each other personally and honestly. Key to our recommendation, and the focus of most of the outline description, is a commitment by local governments and local organizations to run a campaign to motivate many people of all backgrounds to participate in Study Circles, and to provide services to support numerous discussion groups across the greater Madison area. A successful community-wide program needs a full-time coordinator; a system for training the facilitators that are critical for successful discussion groups; a plan for linking interested organizations that need help in assembling diverse groups of participants; a way of convening Study Circle participants from all over the area to reflect together on the experiences of their own and each other's groups; and a strategy for reinvesting the gains from initial rounds of Study Circles into further rounds of discussion and action steps. If supported properly, the program could generate a level of activity aimed at bridging racial gaps at the grass roots level that could re-energize the Madison area community.

Our community involvement proposal focuses on getting people talking, because constructive talk is the necessary first stage of positive action. Public engagement in race topics at the grass roots level is required to move the critical issue of race relations off dead center and command the attention of decision makers at higher levels. Also, person-to-person talk about race among individuals of different backgrounds gives those individuals a genuine chance to closely examine their own beliefs, attitudes and behaviors, and to understand the beliefs, attitudes and behaviors of others. This is the ground on which personal efforts to reduce and prevent racism is built.

The Task Force's recommendation for a community-wide Study Circle program is by no means a cure-all or a substitute for the continued leadership of decision makers and advocates who are fighting racism in the greater Madison area. Rather, it is a means to relieve tension and build trust among people of different racial/ethnic backgrounds. It is a means of cultivating a broad base of grass roots support for positive action against racism. It is a means to develop more citizen leaders and build networks of committed Madison area residents. It is a way of nourishing in the community the will and the hope that is needed to sustain the work of improving race relations.

**A Call to Community - Honest Conversations About Race,  
Reconciliation, and Responsibility**

**Mayor's Task Force on Race Relations'  
Proposal for a Community-Wide Program of Study Circles on Race**

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**1. What is a Community-Wide Study Circle Program?**

**1.1 Study Circle description** - Study Circles are groups of people who agree to meet at least a handful of times to explore and discuss, as equals, a difficult social or political issue in a democratic, collaborative way. Study Circles are voluntary and highly participatory. Participants consider a wide range of views and seek to learn from one another. Study Circles differ from typical public meetings in that they do not begin with specific desired outcomes. Instead, they provide comfortable, safe settings to encourage people to explore public issues without having to defend particular positions. Because agreement is not the objective of the discussions, people are free to engage in dialogue rather than debate. Freedom from being pressured to adopt a certain position or agree to a certain action step allows people to more openly explore the kinds of action they would like to take. Experience from other communities shows that the increased understanding of community concerns and new community contacts that people develop through Study Circles frequently results in collaboration and action.



## 1.2 Community-wide program

**1.2.1 Amplifying efforts of individual and groups through a coordinated program** - The intent of a community-wide program is to initiate many simultaneous Study Circles that operate not in isolation but rather as a network of groups whose efforts are mutually reinforcing and command attention across the community. Many individuals and groups in the Madison area have organized group discussions and community gatherings with goals similar to those of the Study Circles proposed here. These activities have taken place in private and public settings and have involved both adults and youths. A community-wide Study Circle program would magnify the effects of these efforts by helping to coordinate and link them, increasing participation, surrounding them with a higher level of public interest, and expanding opportunities to turn talk and knowledge into action.

**1.2.2 Area-wide participation** - Because race issues are not defined by political boundaries, the program should not be limited to the City of Madison. Other municipalities in urban central Dane County and the county should be invited to participate in the program.

## 1.3 Models

**1.3.1 Study Circle Resources Center** - This description of a Madison area Study Circle program is based on a model developed by the Topsfield Foundation, Pomfret CT. The foundation's Study Circle Resources Center has supplied technical assistance and materials to roughly one hundred community-wide Study Circle efforts, about forty of which have dealt with race. The Resources Center would be available to assist Madison's program.

**1.3.2 Building Bridges** - In the Madison area, the Dane County Youth Connection, under the direction of Steven Levine, has operated the school-based "Building Bridges" program since 1990. Building Bridges engages students in honest dialogue about race and ethnicity and develops young leaders for better race relations. Recently, a Bridges group for adults has begun. There are minor differences in format between the Study Circle model and the Bridges program, but both involve groups taking the necessary time to build a comfort level for frank conversation and both have honest communication, not decisions on predetermined issues, as their objective.

**2. Goals of Madison's Study Circle Program** - The Study Circle program is intended to improve the community's ability to resolve race related issues. Program goals are to:

**2.1** Increase contact among individuals of different racial/ethnic groups;

- 2.2 Improve the ability of members of different racial/ethnic groups to communicate with each other;
  - 2.3 Significantly increase the number of people in the Madison area taking active steps to understand complex dimensions of race issues, and develop new leaders committed to reducing racism;
  - 2.4 Engage a broad array of Madison's public and private entities, including groups normally not directly involved in race issues, in organizing democratic dialog on race;
  - 2.5 Strengthen the community's capacity and civic will for individual and institutional action to prevent and overcome racism;
  - 2.6 Initiate concrete activities designed to improve race relations and reduce racism.
3. **Major Stages of the Study Circle Program** - The following describes major stages involved in initiating and conducting the first round of the Study Circle Program. Following the first round, the program should be expanded through further rounds involving more groups. From initial planning through completion of the first round will require anywhere from twelve to eighteen months or more. See following sections for further description of entities and activities mentioned here.
- 3.1 **Preparation and pilot Study Circles** - Preparatory activities will require at least several months to a half-year. Pilot Study Circles could extend that period and will largely determine how much time is taken prior to the opening of the main round of Study Circles.
    - 3.1.1 Organize Steering Committee (see Section 4.1)
    - 3.1.2 Raise funds and assemble staff (see Section 4.2 and Section 7)
    - 3.1.3 Recruit Study Circle sponsors (see Section 4.3)
    - 3.1.4 Conduct pilot Study Circles - The Steering Committee itself should pilot a Study Circle as one of its first activities. Other pilot Study Circles, for example, involving Study Circle sponsors or community leaders, should be held to gain experience and build commitment prior to launching the main round of Study Circles. Multiple rounds of pilot Study Circles may be held if deemed crucial to building momentum toward the main round. Some pilot Study Circles can be abbreviated or compressed into short periods.

- 3.1.5 Initiate media strategy and information campaign on Study Circles and race relations in Madison area (See Section 6.2)
- 3.1.6 Prepare Study Circle discussion materials (See Sections 5.1 and 5.5)
- 3.1.7 Train Study Circle facilitators (See Section 5.4)
- 3.2 **First Round** - The first round of Study Circles probably will require six to nine months between opening and celebration events to enable numerous individual groups to hold and complete discussions.
  - 3.2.1 **Kickoff event**
    - 3.2.1.1 A kickoff event should be held when a solid group of committed sponsors has been assembled and preparation steps for the community-wide program are well under way. The kickoff event will introduce the Study Circle program to the community and demonstrate the commitment of community leaders and a diverse set of organizations. It will show potential participants that they will be helping to build a community-wide commitment to addressing race issues. The kickoff event can be used to recruit additional Study Circle sponsors and participants.
    - 3.2.1.2 The kickoff event could feature high-profile speakers, information sessions on the Study Circle process and on race issues in the community, breakout sessions for "sample" Study Circles, and food and time for socializing.
  - 3.2.2 **Conduct Study Circles across community** - See Section 5, "Conducting Study Circles," for detail.
  - 3.2.3 **Celebration event** - A public event should be held at the end of the first round to allow participants to report findings and ideas from their Study Circles and enjoy a collective sense of fulfillment. The event also should build on the momentum of the main round and help to organize follow up activity - e.g., more rounds of Study Circles and action steps to tackle ideas for change generated during Study Circle session. A celebration event could be held annually to highlight continued Study Circle work and related efforts to improve race relations.
- 3.3 **Subsequent Rounds** - An expected outcome of the Study Circle program is to build a broader base of community members actively working toward improved race relations. Experience of other communities has been that initial rounds of Study

Circles generate additional rounds of Study Circles that expand the reach of the program. Participants of earlier rounds may join new groups; some may train to become facilitators. New rounds also may involve more specific issues identified during earlier rounds, emphasize taking specific actions, or even branch off into new topics. The Steering Committee and Study Circle sponsors will need to develop a strategy for encouraging and supporting future rounds of activity.

**4. Organizing the Community-Wide Effort** - Under the community-wide program, a steering committee will provide overall leadership, guidance and coordination, but responsibility for running individual Study Circles will be distributed across a network of organizational sponsors.

**4.1 Steering Committee** - The Mayor of the City of Madison should assemble a steering committee comprised of community leaders who represent public and private interests that approach race issues from different perspectives to take overall responsibility and provide direction for the Study Circle program. The Steering Committee's primary responsibilities will concern those activities that are necessary to support and sustain Study Circles on a community-wide scale.

**4.1.1 Executive Committee** - The Steering Committee should anticipate the need to appoint an executive committee to carry out day-to-day oversight of the program and supervise program staff.

**4.1.2 Youth subcommittee** - A subcommittee of the Steering Committee should be appointed to oversee the Youth program. Representatives of education institutions and youth service groups should be appointed to this subcommittee.

**4.2 Staffing and administration** - A full-time staff position will be required to administer and coordinate this program under the direction of the Steering Committee. Also, a fiscal agent for the program must be identified. These should be among the first tasks of the Steering Committee.

**4.3 Study Circle Sponsors**

**4.3.1 Role** - Sponsors are organizations that support the program by providing resources, public credibility, organizational ability, and connections to potential Study Circle participants. (Steering Committee members may also act as sponsors.) Together, the coalition of Steering Committee members and Study Circle sponsors must represent a wide variety of sectors and points of view that will attract participation by Madison area residents from all backgrounds. Sponsors will have primary responsibility for conducting individual Study Circles within the overall community-wide framework.

Sponsors will be expected to recruit Study Circle participants, schedule Study Circle groups, seek partnerships with other sponsors for the purpose of creating diverse discussion groups, identify potential Study Circle facilitators, and serve as a conduit for information flow between individual Study Circles and the Steering Committee.

**4.3.2 Types of sponsors** - Many different types of organizations that have grassroots outreach potential must be called upon to sponsor Study Circles. Local government, schools, and religious groups should be recruited. Social and civic service organizations, non-profit advocacy and education groups, and training and literacy organizations are likely candidates. Madison's network of neighborhood organizations should be used. Employers of various sizes, business and professional associations and labor organizations can be asked to draw on their work forces to create diverse discussion groups. Groups not commonly associated with social issues, but with whom large numbers of adults and youth affiliate for personal reasons, may prove valuable. Such groups could include, for example, sports clubs or leagues, arts, literature and music groups, or almost any kind of group organized for leisure time pursuits.

**4.3.3 Recruiting sponsors** - The Steering Committee must begin the process of attracting Study Circle sponsors. In the beginning, it will be important to gain the commitment of sponsors who can contribute resources - , e.g., volunteers, management and technical expertise, and equipment and supplies - necessarily to establish a sound operational base. However, sponsors must also be recruited on the basis of their ability to motivate a diverse mix of community residents to participate in Study Circles. Recruiting of sponsors may take place throughout the preparation period and even continue through the main round in anticipation of future rounds.

## **5. Conducting Study Circles**

### **5.1 Focus**

**5.1.1 Exploration of Race Relations** - Most Study Circles should engage participants in discussing general questions on race with the goal of preparing common ground for taking further action on issues of mutual concern. The outcome of these sessions should be greater awareness and understanding, the ability to assess community problems in fresh ways, and new interracial friendships and networks. Topics for Study Circle discussions could include participants' views on race related beliefs, underlying causes of racial tension, what kinds of actions are most effective for improving race relations, and how income-level and economic class affect race relations.

**5.1.2 A policy focus** - A limited number of Study Circles may be organized to deal with specific race related policy issues to which intensive, grass-roots dialog is likely to yield solutions. Participants would have specific prior interest in and knowledge about the policy topic. Policy groups must be faithful to the Study Circle process and conduct the core ground work of establishing personal trust and opening up lines of honest communication before focusing on policy development. An example of an appropriate policy topic is discriminatory barriers to affordable housing in Madison.

**5.2 Meeting schedule** - It is essential for a group to meet enough times to allow participants to get to know one another and achieve the comfort level required for honest conversation. On the other hand, the group's schedule should not be so demanding as to make it difficult for participants to attend every session of the Study Circle. A reasonable format for most Study Circles may be five to ten sessions over the course of four to eight months.

### **5.3 Participants**

**5.3.1 Diversity** - Study Circles must be comprised of participants that represent a mixture of racial/ethnic backgrounds and income levels. The key to assembling mixed discussion groups is to involve organizational sponsors that have credibility among different segments of the community. As much of a sense of ownership of the Study Circle process as possible must be passed down to the grassroots level. Some sponsoring organizations, e.g., some education institutions and work places, may be able to form sufficiently diverse Study Circles from within their own ranks. However, a strategy of pairing sponsors, e.g., two religious organizations or two neighborhood centers, also will be necessary to achieve mixed groups.

**5.3.2 Youth Program** - How young people deal with race issues figures prominently in our community's race relations now and in the future. Also, the ability of young people to contribute to community problem-solving should be recognized. A special track of the community-wide Study Circle program should be devoted to involving middle- and high-school-age youths. The Building Bridges program has provided leadership in promoting cross-cultural communications among students. The Study Circle program should expand this model to reach more youths. Schools and organizations serving youths should be used to recruit youth participants and organizing discussion groups in settings comfortable for young people.

**5.3.3 Madison city government involvement** - Because of the City of Madison's special interest in stimulating community activity on race relations, a strategy for insuring participation by City employees and officials should be

developed. For example, a set of Study Circles involving City elected officials, staff, and citizen commissioners could be established. Or, specific attention could be paid to mixing such individuals into grass-roots Study Circles.

**5.3.4 Other local government involvement** - Other units of local government that elect to become primary Study Circle sponsors should adopt a similar strategy to involve their elected and appointed officials and staff in Study Circles.

**5.3.5 Grouping participants into Study Circles** - Because of the size of a Madison area effort, assembling appropriately mixed Study Circles should be the responsibility of Study Circle sponsors, rather than performed centrally. However, the Steering Committee and sponsors should help Study Circle sponsors form partnerships to enable them to exchange participants to achieve the desired diversity.

**5.3.6 Child care and transportation support for participants** - To help realize the desired diversity within Study Circles, the community-wide program should include provisions for helping participants with child care and transportation needs.

**5.3.7 Keeping track of participants** - A system for recording and storing participant data (including sponsor and Study Circle affiliation) should be developed, so that contact may be made regarding future activities.

**5.4 Facilitators** - A community-wide program will require a large number of skilled facilitators. Preparing volunteer facilitators is a critical component of the strategy.

**5.4.1 Qualifications and training** - Study Circle facilitators should be qualified by previous training or experience to insure a safe discussion environment for participants and manage potentially difficult discussions in a constructive, fair and neutral manner. Training specifically to the Study Circle process and race related issues likely to arise during discussion sessions must be provided to facilitators. A system for training facilitators and a support or a technical assistance network for facilitators should be organized and maintained during the course of the Study Circle program. The assistance of education institutions (e.g., MATC, UW-Madison's Office of Quality Improvement, Edgewood College), the Building Bridges program, and the Madison Area Quality Improvement Network should be sought in setting up and managing such a system. The Steering Committee should consider using consultants experienced in race relations and anti-discrimination work to help quickly build a core of facilitators who also can train others to become facilitators.

- 5.4.2 Recruitment** - The Steering Committee and sponsors should recruit Study Circle facilitators from among their organizations and contacts. Organizers should assemble a racially and ethnically diverse group of facilitators. Diversity among facilitators in terms of type of employment and income level also is desirable.
- 5.4.3 Paired facilitators** - If feasible, facilitators should work in pairs. A contrast between facilitators, e.g., in terms of race or income level, will help open up frank discussion within mixed groups. Also, paired facilitators can divide meeting management duties and observing and recording duties.
- 5.5 Discussion materials** - All Study Circles do not necessarily have to use exactly the same content, but program organizers should provide discussion materials for groups' convenience and to encourage consistency among groups. The core of these materials will be a set of questions to guide discussion during the course of a Study Circle.
- 5.5.1 Study Circle Resource Center guides** - The SCRC publishes a thorough discussion guide titled *Facing the Challenge of Racism and Race Relations* and a brief version called *The Busy Citizen's Discussion Guide*. These guides suggest questions designed to develop a discussion progressing over the course of five sessions. The questions range from looking at personal experiences to exchanging views on what kinds of programs or policies are appropriate for improving race relations to exploring ideas on how to take action in the community.
- 5.5.2 Local materials** - Discussion materials should be made specific to issues and concerns in the Madison area wherever possible. New or additional discussion questions can be developed for the Madison community, and information about race issues and attitudes generated by the public information campaign can be provided to support discussion questions.
- 5.5.3 Building Bridges curriculum** - Another option is the Bridges curriculum which progressively develops over ten sessions the ability of a group to talk honestly about sensitive race issues.

## 6. Supporting Activities

- 6.1 Documentation of Study Circle program** - A process should be developed to produce objective documentation of the entire Study Circle process, including progress of individual Study Circles. This record will be used for program evaluation, for historical purposes, and to supply background material for follow-up initiatives. Assistance from Madison's higher education institutions and the journalism community could be sought.



- 6.2 Media strategy and public information campaign** - The Study Circle program should be accompanied by a media strategy to publicize the program and promote the full participation of all community members in the Madison area's civic life and public discourse. It should include a public information campaign to inform people about the status of race relations in the area. The campaign should lead up to the main round of Study Circles. The campaign could include:
- 6.2.1** Information on local attitudes on race, e.g., as investigated by *The Isthmus* in its 1993 Madison Poll on race issues and, in the Milwaukee area, by a June 1992 *Milwaukee Journal* survey report.
  - 6.2.2** Statistics on racial/ethnic diversity in relation to public policy issues, mostly available from local government agencies, including the Madison Equal Opportunities Commission and Madison Affirmative Action Commission.
  - 6.2.3** Special reports on race issues. Features on race in Madison in the *Wisconsin State Journal's* "City of Hope" series and coverage of the "We The People" town meeting on race are good examples.
- 6.3 Program evaluation** - Evaluation methods for the Madison area Study Circle program should be developed. Measures concerning individual attitudes and behaviors and community activity and asset-building should be explored. The assistance of education institutions such as U.W.-Madison, MATC and Edgewood College should be enlisted to devise and carry out an evaluation plan.

## **7. Funding and Budget**

- 7.1 Budget** - Items that need to be budgeted include: Salary and fringes for a full-time coordinator; mailing and printing; office supplies; informational materials, such as brochures and discussion guides; kickoff and celebration events; facilitator training; advertising and outreach; and program evaluation.
- 7.2 Funding sources**
- 7.2.1** Government contribution - The City of Madison should allocate funding to underwrite a significant portion of the costs of the project, in order to demonstrate the City's commitment to the strategy and attract resource commitments from other partners. Other general units of local government are strongly encouraged to make similar commitments.
  - 7.2.2** In-kind - Much of the resources needed for this program will be provided through volunteer effort and in-kind contributions by organizations who are Study Circle sponsors or Steering Committee members.

**7.2.3** Grants and donations - A successful effort in a community of Madison's size will require cash outlays for some of the administrative and program activities listed above as budget items. The Steering Committee should seek funding from local foundations, corporate sponsors, and public sources to cover these costs.

## **PART II**

### **Task Force on Race Relations** **1994 EOC Ad Hoc Committee on Community, Race, and Ethnic Relations**

**Members:** Nino Amato, Fred Mohs, Deborah Speckman, Marilyn Feil, Patricia DuCharme, Connie Ferris Bailey

#### **Background**

The Task Force on Race Relations 1994 EOC Report Working Group held a series of meetings to examine progress made toward the 1994 EOC recommendations from the Ad Hoc Committee on Community, Race, and Ethnic Relations. The Task Force made new and enhanced recommendations based upon the following:

- review of the May 1998 written update by Anthony L. Brown, Executive Director of EOC,
- information garnered through interviews and testimony provided by the chair of the 1994 EOC Committee, the police, school district personnel, Schools of Hope members, City of Madison CDBG staff and a representative of the Coalition for Effective Public Education, and
- the group's collective judgement and life experiences.

#### **Status of Original 1994 EOC Recommendations** **of the Ad Hoc Committee on Community, Race, and Ethnic Relations**

**1994 EOC Recommendation 1)**: The Committee encourages the City and the Madison Metropolitan School District to each develop a role in assisting the local Head Start Program.

#### **Progress to date:**

- Continued adherence to the Cooperative Agreement signed in 1995 which outlines responsibilities for Child Find referrals, in-service training and service coordination.
- Monthly meetings between Child Find, Early Childhood Program Support Teachers and Head Start staff to facilitate new requests for screenings and/or referrals for IEP evaluations.
- Continued coordination with Head Start and MMSD staff when IEP evaluations are being conducted.
- Continued in-service opportunities for staff members of Head Start and MMSD involved with Collaborative Programs including meetings held during the school

year and during the summer months. MMSD has paid staff from both agencies for participation in these activities with Early Childhood Discretionary Grant monies.

- Continued coordination of services for students that have been found to qualify for Special Education services.
- A written agreement between the Head Start and the Four Year Old programs regarding enrollment policies and procedures were established in Fall, 1998.
- Collaborative programs have been expanded and now are conducted at the following sites: Northport Community Center, Broadway-Simpson Head Start, Allied Drive Red Arrow Trail, Child Development, Inc.
- Itinerant special education services are also provided at Head Start sites where special education students are enrolled.
- Continued participation in community committees including Start Smart Early Childhood Planning Council and an initiative of the Waisman Center Bridges for Families Program to look at community Child Find activities.

**1994 EOC Recommendation 2):** The Madison Metropolitan School District should definitely hire a larger proportion of minority teachers for its schools.

**Progress to date:** In the last five years, the District has been steadily increasing the number of minority teachers it has on staff. In 1993, the District employed 135 minority teachers (6.1%), as of September 1, 1998, the District employed 217 minority teachers (8.4%). A 2.3 % increase in five years.

**1994 EOC Recommendation 3):** Availability of a program in conflict resolution needs to be made to all of our schools beginning at the elementary level.

**Progress to date:** Conflict resolution themes of building community, communication skills, cooperation and problem solving skills are present throughout the grade level performance standards (K-5).

MMSD is currently working on developing an integrated curriculum that includes conflict resolution, AOD (Alcohol and Other Drugs) and Protective Behaviors (SAVE).

**1994 EOC Recommendation 4):** The Committee recommends that the City's Police Department expand its neighborhood officer program in order to build on the successes from the neighborhood police officers currently in place. It is the Committee's intention that the police department works toward a goal that at least 10% of the police force be assigned to neighborhoods and that the neighborhoods to which officers be assigned full-time, be reviewed each year.

**Progress to date:** Currently there are 15 neighborhood officers in 14 different neighborhoods.

**1994 EOC Recommendation 5):** Housing for Rent (Referred to the new City of Madison Housing Committee)

**1994 EOC Recommendation 6):** Recommendation for City of Madison Community Investment Banking Standard

**Progress to date:** City of Madison Reinvestment Committee's initial meeting was held in February of 1999.

**1994 EOC Recommendation 7):** Affordable Housing (Referred to the new City of Madison Housing Committee)

### **Task Force on Race Relations' Recommendations**

#### **Recommendation #1:**

*To continue to encourage the Madison Metropolitan School District and the City of Madison to play a key role in assisting the local Head Start programs such as:*

- A) *To encourage the City of Madison and the Madison Metropolitan School District to assist Head Start in acquiring an east side location.*
- B) *To encourage the City to examine ways with City funding that waiting lists for South Madison and Allied Drive be addressed.*
- C) *Recommend that the Madison Metropolitan School District, in any expansion efforts, set aside space for Head Start Programming and consider utilizing that programming for Early Childhood Development classes. Encourage the City of Madison and the Madison Metropolitan School District to consider a cooperative agreement in financing future expansion projects.*

**Rationale:** Head Start has been proven to be effective in enhancing children's academic performance.

**Process:** The Working Group met with Dianne Crear, Madison Metropolitan School District. She presented an overview of the locations, programs offered and services provided by MMSD for Head Start. Members of the work group also received information from Head Start of Dane County. Individual members also met with Carol Carstensen and Art Rainwater of the Madison Metropolitan School District.

**Recommendation #2:**

*To encourage the Madison Public School District to double the current percentage of teachers of color in the MMSD from 8.4% to 16.8% in the next five years (by 2003).*

**Rationale:** Increasing the number of qualified teachers of color will increase the number of role models for children of color and will incrementally improve race relations in the MMSD.

**Process:** Met with Dianne Crear, MMSD and reviewed information on the percentage of minority teachers vs. minority students in the MMSD from 1994-98. She also provided information on the districts "Grow Our Own" program. The committee also received a written response from MMSD on the Working Group Recommendations. The Group met with Stan York and Kathy Hubbard from the Schools of Hope and reviewed the October 1998 Update of Schools of Hope Minority Youth Achievement Activities. The Group also met with Kaleem Caire and reviewed information from the Coalition for Effective Education.

**Recommendation #3:**

*To encourage the union and the school board to renegotiate contracts to enhance the ability for new teachers to be hired earlier.*

**Rationale:** This will address contractual issues so that new teachers can be offered jobs at the same time as other school districts. The intent is to remove barriers to hiring qualified teachers and to compete effectively in the recruitment of teachers of color.

**Recommendation #4:**

*To recommend to the MMSD that by sixth grade, all students will have completed conflict resolution training as part of their curriculum.*

**Rationale:** School aged students need to learn how to get along with each other at a very early age without resorting to violent behaviors. In order to improve and enhance student relationships, school aged students need to be taught communication skills to express their anger and frustrations in non-destructive ways.

**Process:** Committee met with Joan Lerman, AOD Program Support, Madison Metropolitan School District and reviewed 1997-98 goals and results for conflict resolution/peer mediation.

**Recommendation #5:**

*Encourage the MMSD to support and fund all middle and high schools in the city with functioning peer mediation programs.*

**Rationale:** Peer mediation has already enhanced conflict resolution and has improved race relations in the MMSD.

**Recommendation #6:**

*As the police department achieves its goal of 1.8 officers per 1,000 citizens, we encourage the Department to also look to increase the number of neighborhood police officers beyond the current fifteen (15) neighborhood officers.*

**Rationale:** We strongly support (based upon the police department and community reports) neighborhood policing. It has been successful in achieving results within targeted neighborhoods as well as achieving better race relations. Neighborhood police officers improve race relations in neighborhoods.

**Process:** The Group met with Police Chief Richard Williams and Assistant Chiefs Balistreri and Cowan and reviewed the 1997 Police Staffing Committee Report.

**Recommendation #7:**

*Support the creation of a City of Madison Housing Committee.*

- *The Housing Committee is encouraged to study the feasibility of doubling the number of scattered site, low-income rental housing units in the City of Madison.*
- *The Housing Committee is asked to find ways to increase funding for rent-to-own programs in the City of Madison.*
- *The Housing Committee is encouraged to establish a public service program with the Board of Realtors and appropriate lending institutions targeted on low-income renters to increase home ownership by low-income families.*
- *The Housing Committee is encouraged to address the issue of "minimum income standards" and to report back its recommendations to the Common Council within 90 days of the Committee's establishment.*
- *The Housing Committee is encouraged to explore feasible methods of increasing the geographic distribution of Section 8 vouchers in the City of Madison.*

**Rationale:** The Housing Committee will provide a focal point for all affordable housing issues in the City.

**Process:** Working Group met with Hickory Hurie, Director of City of Madison Community Development Block Grant Office.

**Recommendation #8:**

*Encourage the Madison Common Council, Dane County Board of Supervisors, and other Dane County municipal units of government to jointly appropriate funds for an ongoing testing program to establish the extent and nature of housing discrimination in Dane County. The results of this testing program could be reported on an annual basis to all participating units of government.*

**Rationale:** In order to fight discrimination in housing, the sources of the discrimination need to be discovered. Testing is a way to do that.

**Recommendation #9:**

- A) *Encourage the Common Council and the Mayor to direct the Plan Commission and Planning staff to develop strategies to increase the supply of affordable housing units for sale in development and redevelopment projects of ten or more units. These units could be tailored to families and individuals with incomes below 80% of the median.*
- B) *Encourage the Common Council and the Mayor to direct the Plan Commission and Planning staff to develop strategies to increase the supply of rental housing units in development and redevelopment projects of twenty or more units. These rents could be tailored to families and individuals with incomes between 20 and 80% of the median.*

**Rationale:** Increasing the diversity of neighborhoods provides all people with an opportunity to learn from and respect each other.



## PART III

### Youth Integration in Recreational Activities

- **Goal:**

To provide socio-economic and racial/ethnic integration of youth into a broad variety of recreational activities.

- **Potential recreational areas for targeting resources:**

Field sports, water sports, court sports, intellectual games, cultural arts, and club sports and activities, which may be located in and/or sponsored by schools, non-profit organizations, community and neighborhood centers, youth resource centers or local neighborhood groups.

- **Resources would be made available for:**

- Costs for extra staff hours, transportation and out-of-pocket expenses for supplemental staff working with targeted youth
- Costs of outreach (youth recruitment, materials, parent orientation, etc.)
- Fees and scholarships
- Equipment and uniforms
- Transportation to practices, games, events, etc.
- Stipends and reimbursement for out-of-pocket expenses for parents of targeted youth who participate in the program or sport
- Incentive funds for responsive collaborations between and among recreational provider agencies and organizations

- **Coordination with existing resources:**

A City program will need to coordinate closely with agencies and organizations which currently have scholarship/fee waiver programs, such as Madison School Community Recreation Department, Warner Park Community Recreation Center, YMCA, Scouts, SPARTA (Sports, Arts, Recreation and Theater Access), etc.

- **Proposed structure and process for City program:**

- Community Services Commission would approve policies and make funding recommendations to the Common Council or would be granted authority by the Council to make funding decisions.

- Funding would be a specific line item in the Office of Community Services Purchase of Service budget.
- Office of Community Services would establish and coordinate an advisory staff team which would include the Equal Opportunities Commission, Affirmative Action, Madison School-Community Recreation, Parks, and three to four non-profit representatives.
- Staff team would develop and recommend to Community Services Commission:
  - Criteria for eligibility
  - Range of resources and budgets
  - Application format and process
  - Frequency of funding cycles-- once a year, quarterly, fall/spring/summer, etc.
  - Funding recommendations
- Suggested criteria for eligibility might include:
  - Proposing agency must develop a collaborative relationship with an agency whose primary focus is racial/ethnic minorities or establish a "Diversity in Programs" component (at board or program level, using technical assistance from the Equal Opportunities Commission, Affirmative Action Department, Centro Hispano, Urban League of Greater Madison, United Refugee Services of Wisconsin, etc.)
  - Targeted youth would have to be low-income and/or racial/ethnic minorities
  - Youth would be ineligible for other scholarship assistance or require supplemental subsidy
  - Volunteer and parental support available
  - Geographic or neighborhood area not currently targeted by any agency
- ***Proposed budget for one-year period:*** \$30,000-\$40,000

Estimated average cost per youth participant is \$150-200, resulting in services to 150-275 youth.

- ***Evaluation:***

Office of Community Services staff, with the advice of the Community Services Commission, should develop and execute an evaluation plan to determine if this program achieves the intended outcomes.