



Focus Area
Co-chairs:

Jerome Dillard, Director of Reentry, County of Dane
Pia Kinney James, Retired Madison Police Officer
Noble Wray, Former Chief of Police, Madison Police Department

PURPOSE

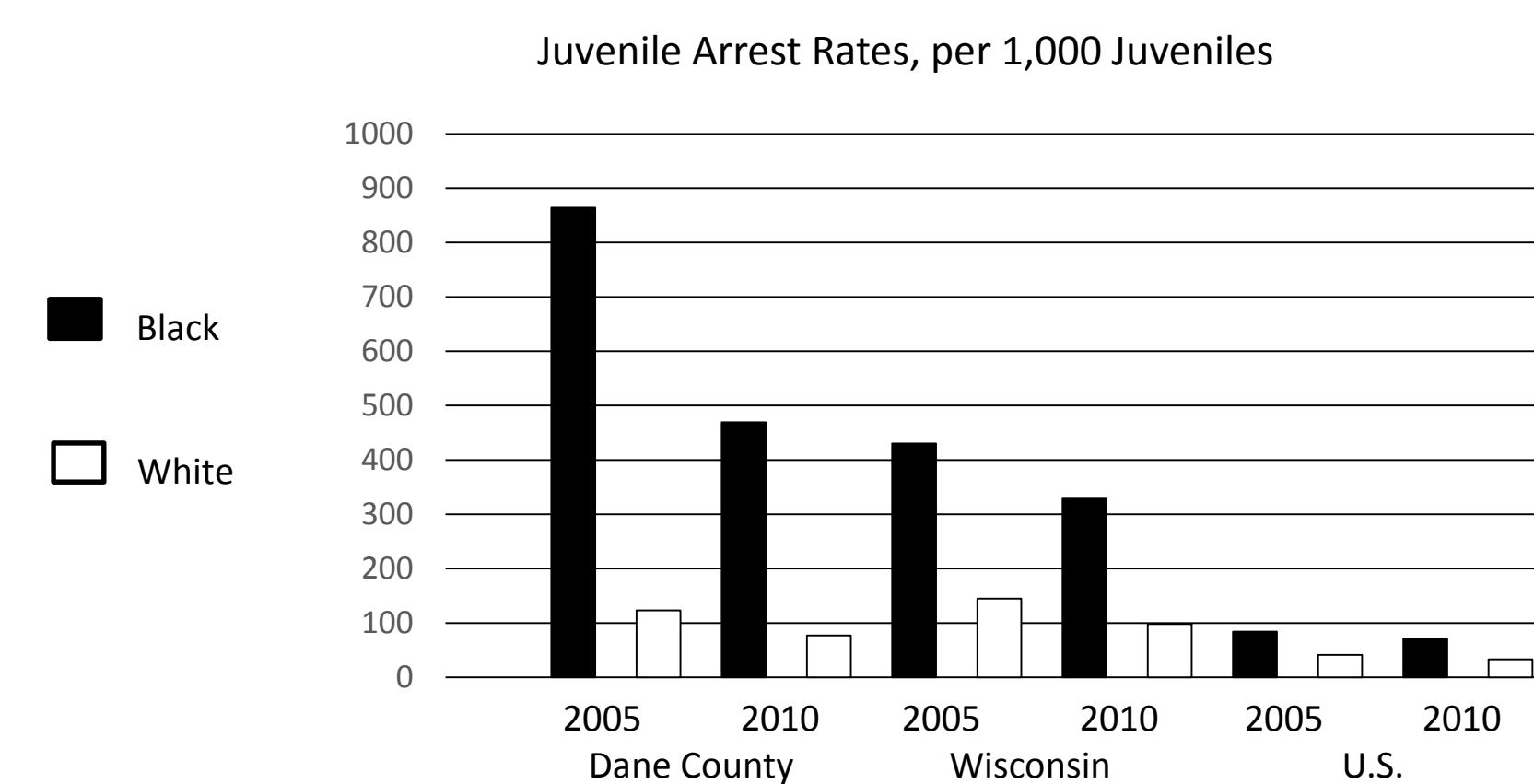
To lead and advocate for policies, practices, and innovations that prevent and dramatically reduce the incarceration and recidivism of African Americans in the criminal justice system.

STATEMENT OF OPPORTUNITY

Assess implementation and outcomes of previous criminal justice studies and task forces and build upon these ideas to divert African Americans from the criminal justice pipeline as well as ensure successful reentry for those who have been incarcerated.

SUPPORTING DATA

➤ According to the Race to Equity Report: African American juveniles were arrested at a rate six times higher than White juveniles. Although, African American juveniles made up 10.8% of the populations, they made up 42.9% of juvenile arrests.



Source: Race to Equity Report, 2013

➤ Nearly 50% of African American men ages of 25 - 29 in Dane County were either incarcerated, on probation or parole, or under some form of court supervision.

% Population Incarcerated or on Community Supervision			
Age Range	White Men	Black Men	%Total Pop.*
20-24	2%	30%	7.1%
25-29	3%	47%	7.6%
30-34	2%	35%	7.5%
35-39	2%	34%	6.3%
40-44	2%	35%	5.4%

*Percentage of Black men in each age range compared to the total population in each age range.

Source: U.S. Census Bureau, 2006

GOALS AND OBJECTIVES

1. Eliminate the Wisconsin Circuit Court Access Portal (CCAP) from use by any entity outside of the public safety, security and criminal justice system, and court system in the state.
 - a) Convene lawmakers around WI who have been working on this issue and model public records systems after other states
 - b) Join with other social justice groups in advocating for removal of the question about criminal background on job applications.
 - c) Initiate discussions with employers about when it is appropriate to ask about criminal background during the interview process. Also discuss the implications of these policies in keeping employees and business safe and the use of bonding programs, etc.
 - d) Join with other social justice groups in advocating for reversing legislation endorsing the use of criminal record as a reason for denial of rental applications, eviction, or job termination.
2. Establish the Wisconsin Justice Reinvestment Act model legislation that addresses issues related to incarceration, reentry, recidivism and probation and parole for state, county and local criminal justice systems.
 - a) Convene a group to review the extensive studies commissioned by state, county, and local officials assessing the criminal justice systems over the past 20 years.
 - b) Engage with appropriate legislative bodies and criminal justice officials to determine how to implement justice reinvestment policies and practices for state, county, and local criminal justice systems.
3. Establish a diverse and culturally competent criminal justice system to ensure equity for African Americans in the criminal justice system.
 - a) Work with criminal justice leadership to recruit and retain culturally competent staff members at every level in the system (e.g. judges, correctional officers, probation officers and administrative staff).
 - b) Convene criminal justice officials and non-profits/agencies to develop strategies for diversifying staff at institutions in rural Wisconsin.



WORK TEAM MEMBERS

Jerry Johnson, Lester Moore, Jesse Payton, Kenneth Snoddy

INNOVATIVE INTERACTIONS TO BUILD SOCIAL CAPITAL

- ❖ Recruit and train case management team leaders to develop reentry plans and advocate for 25 men who reentering the community.
- ❖ Recruit 25 new businesses who will hire ex-offenders.
- ❖ Identify ex-offenders who have demonstrated significant maturity, growth, sobriety and work experience, to enter a "Reentry Coaching" training program what will equip them to aid in the case management and support of newly released men.

NEXT STEPS: WHAT CAN YOU DO?

Check for training opportunities:

- Nehemiah - <http://www.nehemiah.org>
- YWCA - <http://www.ywcamadison.org>
- Groundwork - <http://groundworkmadison.wordpress.com>

This list is not exhaustive, but exemplary. Be thoughtful and creative.

- Get training to be an advocate for people involved in the criminal justice system
- Learn about the realities of the court system. Find ways to challenge inequities in the system
- Learn about the realities of the corrections system. Schedule a tour of a local jail or prison
- Provide training for ex-offenders (and un- or under-employed) in areas of your expertise

COMMUNITY RESOURCES

- ❖ Get involved with one of the following Madison area organizations. *This is not an exhaustive, but a representative list.*

Joining Forces for Families - <https://danecountyhumanservices.org>
 Madison Area Urban Ministry - <http://emum.org>
 MOSES (local affiliate of WISDOM) - <http://mosesmadison.org>
 Nehemiah Reentry Services
 & Center for Justice and Reconciliation - <http://nehemiah.org>
 Operation Fresh Start - <http://www.operationfreshstart.org>
 WISDOM - <http://prayforjusticewi.org>
 Youth Services of Southern Wisconsin Youth Peer Court
<http://www.youthsos.org/programs.jsp>