



MADISON POLICE DEPARTMENT

# COMMUNITY OUTREACH

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2023 Annual Report

*Community Outreach and Resource Education (CORE) Team  
Addiction Resource Team / Pathways to Recovery*

# CORE TEAM

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CORE has been in existence since 2016, most recently staffed by two full-time officers dedicated to long-term partnerships and programming. Madison Police has the largest community outreach section of any police agency in Dane County.

This report will highlight the expansion of the CORE Unit in 2023 after being awarded a COPS grant that was accepted by Common Council. Six officers were added to the unit, each assigned as a liaison to the department's six districts. The grant objectives are highlighted along with some of our long standing, flagship programs CORE has created. These could not be successful without the many community partnerships that have been established.

Below is an overview of the objectives associated with the COPS grant:

**Resource Connection for Youth Exposed to Violence:** One key objective is to identify and assist youth, as well as their families, who have been exposed to violence. By connecting them with relevant resources and support providers, the unit aims to mitigate the negative impact of such exposure and promote healing and resilience within the community.

**Youth Programming for Positive Engagement:** Creating opportunities for positive, non-enforcement interactions between youth and law enforcement is another crucial aspect of the unit's mission. By organizing youth programming, the unit seeks to foster trust, build relationships, and enhance the perception of law enforcement among young people in the community.

**Exploration of Diversion and Deflection Programs:** In line with a broader trend towards restorative justice approaches, the unit is exploring diversion and deflection programs as alternatives to custodial arrests for youth. These initiatives aim to address underlying issues, such as substance abuse or mental health challenges, through supportive interventions rather than punitive measures.

Prior to the addition of the COPS grant officers, CORE had two full-time officers that fulfilled all outreach efforts for the unit. These officers remain with the unit, one serving in a broader outreach capacity for youth, adults, and organizations. The second officer took on our diversion and deflection programming related to our restorative justice and harm reduction initiatives.

The addition of a Lieutenant position and the allocation of the additional officers through the COPS grant provide the unit with the capacity and resources needed to effectively implement these objectives. By focusing on proactive engagement, community partnerships, and innovative approaches to youth intervention, the CORE Unit is well-positioned to make meaningful contributions to the well-being and safety of the Madison area.

# DISTRICT INITIATIVES

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## WEST DISTRICT - 7933 Tree Ln

100 Black Men of Madison and the Community Police Advisory Board partnered with CORE to put much needed resources and support into 7933 Tree Ln. One on-going program and one event came out of these efforts.

Every Wednesday and Friday afternoon a *Reading is Equity* program occurred over 8-weeks in the summer. Elementary school youth regularly attended and focused on reading and comprehension.

*Brunch for Peace* was a huge success, organized by the Community Police Advisory Board (CPAB). The smell of bacon and donuts filled the air while residents had the opportunity to speak with various community organizations such as NAMI, Madison Public Library, Focused Interruption Coalition and the Madison Police Department. The main objective of the event was to offer the residents a way to express their concerns about area violence as well as offer various services.

These efforts exemplify the positive outcomes that can arise from collaborative community action, emphasizing the value of partnerships in driving meaningful change and support within neighborhoods.



*CPAB members with West District Officers*

## MIDTOWN DISTRICT - Bayview

The Bayview Foundation's longstanding partnership with the Madison Police Department highlights the importance of sustained community engagement and support. CORE dedicated time weekly in the Bayview Community, which is primarily made-up of Hmong, Latino, and Black families. Field trips to the Humane Society, crafting projects, and a homework club combined to build relationships in this neighborhood.

Consistent, multifaceted engagement creates strong, supportive networks within diverse neighborhoods. These partnerships strongly contribute to the well-being and relationships in the Bayview Community.



*Bayview Community*

# DISTRICT INITIATIVES

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## SOUTH DISTRICT - MT ZION CHURCH

For 18 years, Mt Zion Church has held valuable after school programming, creating a supportive and nurturing environment for kids. CORE was welcomed into the program allowing officers to work closely with the kids and contribute to their growth and development. The diverse range of activities offered ensures children receive both academic support and personal enrichment.

*A to Z Amazing Me* encourages children to highlight and celebrate things they love about themselves by creating a personalized worksheet. The worksheet is kept in a packet at the center, serving as a constant reminder of their positive qualities every time they open their workbooks.

Vision boards were a hot topic when they discussed their future aspirations. The boards go beyond mere decoration; they tell a story about each creator, their goals, dreams, hobbies, sports interests, and where they see themselves in the future.

Lastly, dedicated time is spent tutoring kids in math and reading to improve their skills in essential subjects. Program structure requires them to read for 20 minutes after snack time. They can read to themselves or read to the officer and most choose reading to the officer over reading alone!



## NORTH DISTRICT - VERA CT COMMUNITY CENTER

The Vera Court Community Center has long been a cornerstone of the community, offering a range of services that contribute to the well-being and development of local residents. With a focus on providing nutritious meals, academic tutoring, and promoting civic leadership and character development, the center plays a crucial role in the community. Recently, CORE has joined forces with Vera Court, adding a new layer of engagement and support through various fun and developmental programs.

A popular activity, *What's Your Super Power*, has the kids identify their strengths and learn how to build on them. This project helps boost self-esteem and encourages personal growth. As children share and celebrate their unique abilities, it fosters a positive self-image and mutual respect among peers.

CORE's participation has brought a spirit of community and fun to the Vera Court Community Center, enhancing its already robust programming. By focusing on emotional regulation, goal setting, and personal strengths, CORE has helped to create a supportive and empowering environment for the children and families served by the center. This collaboration underscores the importance of community partnerships in promoting holistic development and well-being.

# DISTRICT INITIATIVES

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## EAST DISTRICT - WHITEHORSE MIDDLE SCHOOL

Whitehorse Middle School initiated a weekly girls group for 6th graders during lunch. Once a week, CORE joins the group serving as an additional female mentor facilitating and modeling effective social emotional learning. As a result, it has also provided an opportunity to foster positive interactions with the police, offer a safe space for questions, and build stronger connections between the youth and the outreach officer.

Various activities are organized for the group such as skits or dances for school assemblies. Constructing gingerbread houses, writing positive chalk messages, jump roping, and creating Valentine's Day picture frames are just a few of the activities to support and engage with the girls.

The on-going interactions at the school have proven beneficial, as the girls involved in the program regularly greet the CORE officer and look forward to spending time engaging.



# DISTRICT INITIATIVES

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## CENTRAL DISTRICT - JUVENILE DETENTION CENTER

Sometimes unique opportunities come along and you have to seize them and build on it. The Juvenile Reception and Detention Center (JRC) has long been a Madison Police partner but this new partnership in programming is making a difference in the relationships built with the youth there. For years, JRC has run a cooking program in which the youth are part of preparing the meal. JRC invited CORE to join them.



Each Thursday brings different recipes to prepare and with that comes an opportunity to engage with youth. When the youth learn that Madison Police officers will be cooking with them, they usually tend to be reluctant. Slowly, barriers have been broken down and relationships built. As the kitchen warms up so do the youth and conversations start happening. Misconceptions about police are broken down and turn into meaningful talks that provide better understanding and insight about law enforcement and the youth in our community. Madison Police are grateful for this opportunity and partnership.

# FLAGSHIP PROGRAMMING

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**Police Be My Valentine** - Some flowers, a card, and little piece of chocolate always brightens a day, especially Valentine's Day. MPD partners with local care facilities, assisted living, and nursing homes for this event. Staff at these locations note this partnership has become very meaningful to many residents as they have little family and few visitors so they always look forward to receiving their Valentine!

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**Youth Advisory Board** - The CORE team had long hoped to work in partnership with a youth advisory board, to gain important perspective on community issues. In spring 2021, that dream came to fruition. Common Wealth Development, a non-profit organization, coordinates the Youth Advisory Board.

Common Wealth seeks diverse youth from all four Madison high schools, to take part in monthly conversations with MPD Chief Barnes or his designee. American Family Insurance Company is a major partner in supporting the Youth Advisory Board and the members.



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**Safety Saturday** - Each year in June, MCPF provides the dunk tank, MFD the ice cold water, and MPD the dunkees. Kids step-up to the challenge of dunking a cop and always come out with a win. They also have the opportunity to explore a squad up close, try on police gear, create a Kindness Rock, and interact with all sorts of officers.



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**Trunk or Treat** - An opportunity to showcase their creative side, officers decorate their squad and await the trick or treaters at community events. Last year thousands of pieces of candy were given away at Allied Park, the Top of State, Warner Park, Bridge-Lakepoint-Waunona, Harmony, Meadowlands, Salvation Army, Festival Foods, Arbor Hills, Urban League - West, and Air National Guard.

# FLAGSHIP PROGRAMMING

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## Youth Academies



The Madison Police Department's first Latino Youth Academy was held in 2011 and the first Black Youth Academy in 2012. The programs have morphed and grown over the years in more ways than imaginable. This is in no small part due to the numerous people that have contributed to what these youth are today. They will continue to grow as new generations of officers join the department and do their part at building bridges to break down barriers and create relationships in our community.



Youth made connections with officers from Madison, Fitchburg, UW, Verona, and Monona Police Department, and the Dane County Sheriff Department. They met the K9, Mounted, and Drone unit. Dusted for prints like true CSI investigators. Even the Madison Fire Department joined the fun and showed the youth what a day at the fire house looks like.

Both academies run for five days and have a mix of programming. Police related topics include showcasing community service, life skills, and learning new experiences. Field trips and team building. Capitol tours and talks with Chiefs. Career exploration other than policing.





# FLAGSHIP PROGRAMMING



**National Night Out (NNO)** - A familiar sight in many American towns across the country. This annual event is geared toward community building and partnerships. One of MPD's core values is community partnerships, and National Night Out puts that value into action.

2023 saw the expansion of NNO. In addition to our signature event held in conjunction with Mallard's Baseball, each district held two events partnering with area businesses and neighborhood associations. District personnel dropped in to these events and spent time getting to know our neighbors in a fun, laid back atmosphere.

**MMSD Black Student Unions (BSU)** - MPD's Black Officers Coalition embarked on a journey with area high school students who are affiliated with the BSU's. Students led the conversations by determining the topics. Mental health and other topics were discussed; including some role playing to see how officers use communication to work their way through calls.

**MPD Cares** - Each Thanksgiving MPD delivers all the fixings for a full turkey dinner to hundreds of families. The generosity of Metcalfe's, Aldi's, and MCPF make this possible each year through food and in-kind donations.



**Wanda Fullmore Youth Internship** - A program, facilitated by Common Wealth Development, provides a unique opportunity for Madison youth to get involved with local government and gain training and paid employment.



**MPD Public Safety Cadets** - Cadets is a nation wide program for youth age 14-21 who have an interest in law enforcement or law enforcement adjacent fields. As a part of Cadets, youth learn what police do and why and then get to put to test what they learn. Competitions are held locally, regionally, and nationwide where Cadets compete against other teams in scenarios similar to the calls in which police respond. Each year for the last five years, a cadet has been hired and sworn in as an officer at MPD.

# RESTORATIVE JUSTICE

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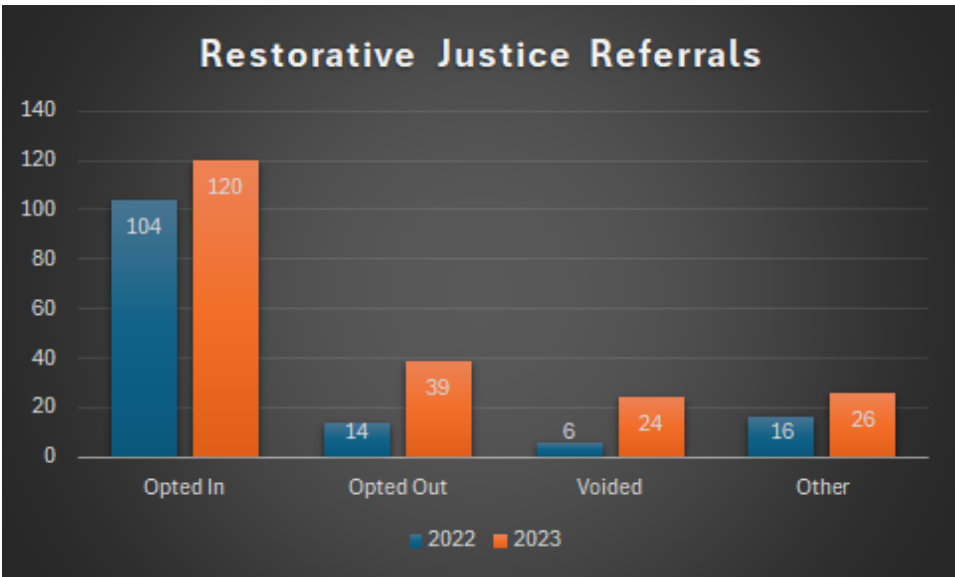


When officers encounter youth age 12 - 16 who are involved in activity for which they would otherwise receive a citation, they are instead issued a Restorative Justice Referral. This referral leads them to the YWCA to participate in a restorative justice process. Upon successful completion, no record of the citation is associated with the youth.

The municipal citation circles are a two step, appointment based process that take place at partnering sites with the YWCA Intake Coordinator:

- Goodman Community Center
- Briarpatch youth Services
- Meadowood Community Center
- Warner Park Rec. Center
- Bayview Community Center

The restorative justice circles are led by youth who are trained to be circle keepers along with a YWCA intake coordinator. Circles are youth centered and focus on ways to repair harm and heal.



Voided occurs as a result of youth being outside the eligible age parameters or officers deciding to rescind the cite. Other means the referral is new enough to the system the youth has not yet designated if they are opting in or out.

# COMMUNITY RESTORATIVE COURT

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**REPAIR HARM**

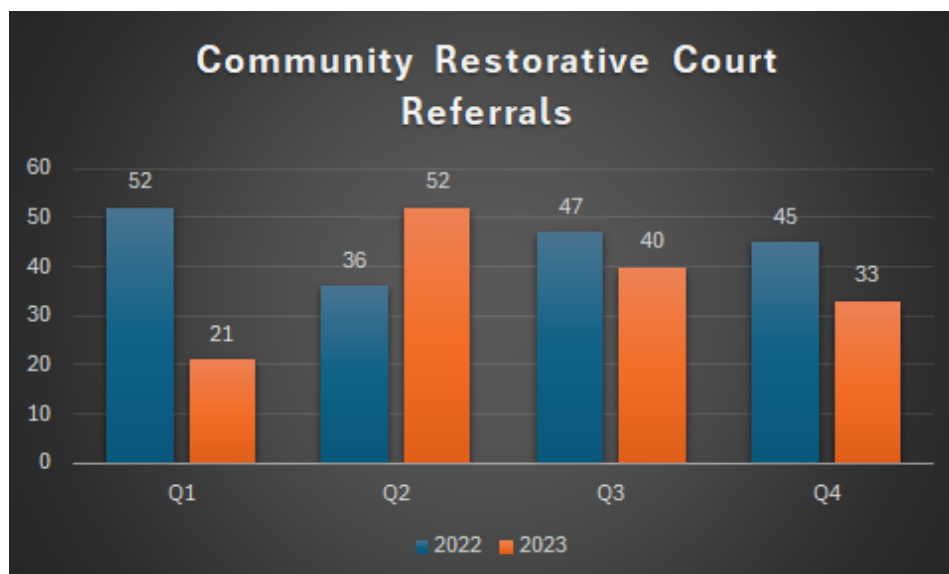
**REDUCE RISK**

**REBUILD COMMUNITY**

The CORE team continues to serve as the nexus between Madison Police Department and restorative justice program partners. Each week, municipal citations issued by MPD to individuals 17-25 years old are reviewed. Potential candidates are referred to Community Restorative Court (CRC).

Five municipal offenses are eligible for referral: disorderly conduct, simple battery, damage to property, obstructing, and theft, including retail theft.

In the spirit of continuous improvement, a review of who was being referred to our program was completed. In that review, it was noted that referrals lacked minorities. A deeper data dive occurred and it was determined that companion citations for trespassing might be a factor in eliminating many of our minority candidates. Trespassing has now been added as an eligible offense in an effort to refer more 17-25 year olds into the restorative courts.



# MADISON COMMUNITY POLICING FOUNDATION

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## Non-Profit Support of Community Outreach

The Madison Community Policing Foundation (MCPF) is a non-profit organization established in 2016 by a small group of retired Madison police officers. MCPF supports local community policing efforts by providing funds and volunteers to activities and events that bring police officers and the communities they serve together.

MCPF generously provides funds to help MPD achieve meaningful outreach events and programs. Below are a few of the many initiatives MCPF funded in 2023:

- Police Be My Valentine
- Public Safety Cadets
- Leadership Camp and Latino Youth Academy
- Refugee-First Responder Picnic
- COPS Grant Neighborhood Programming
- MPD Cares Thanksgiving Meals
- Amigos en Azul, Black Officer Coalition and MPD Pride outreach



## CORE TEAM

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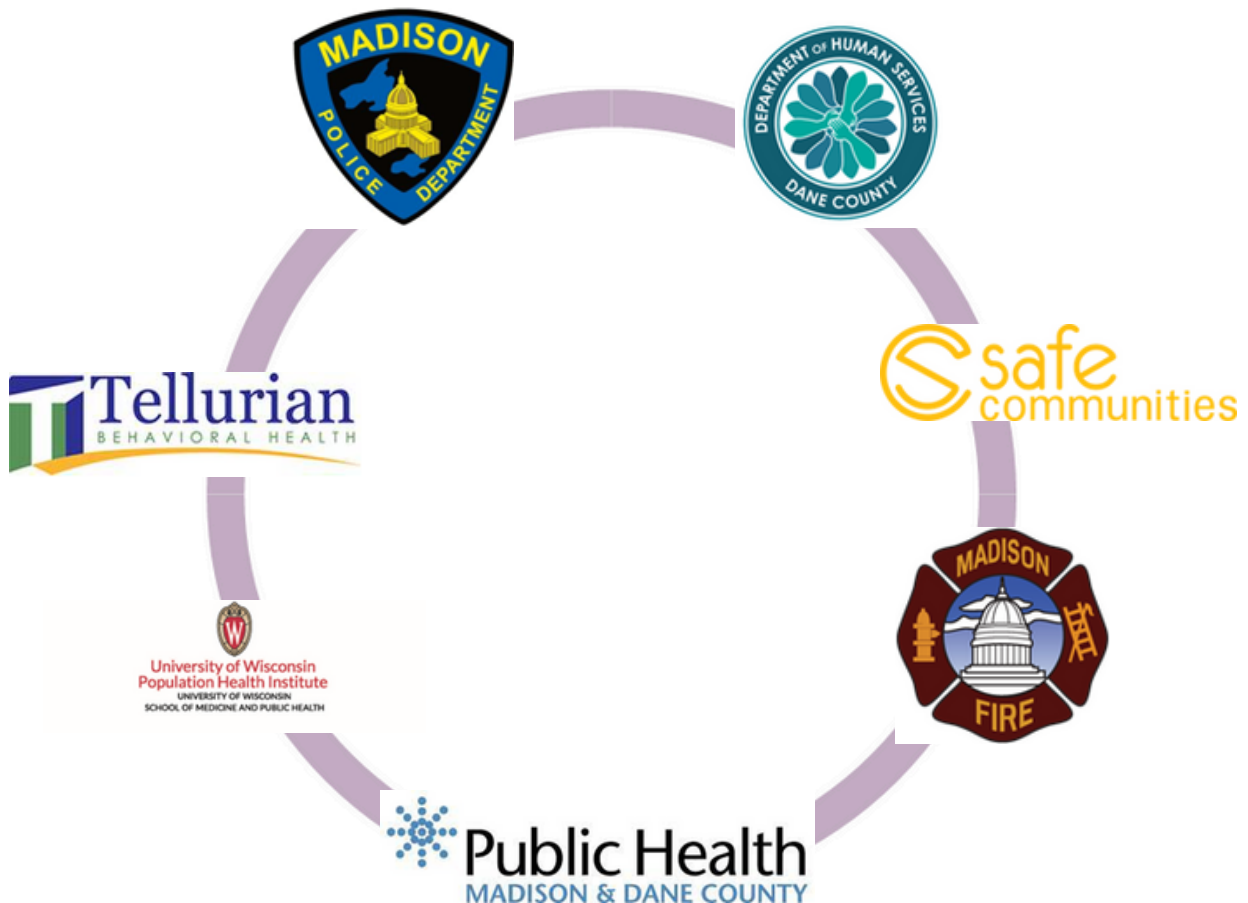
CORE values every opportunity to engage with people who live, work, attend school, recreate, or are otherwise invested in Madison. The team is committed to serving, and will continue our flagship programs as well as listening to community calls for partnership and presence.

We look forward to evaluating our programs to identify ways to increase our outreach by breaking down barriers, building bridges, and creating relationships with individuals and organizations alike. Partnering to serve our community where they are at is our priority.



# PATHWAYS TO RECOVERY PARTNERS

Madison PD continues to hold a Comprehensive Opioid, Stimulant and Substance Use Program (COSSUP) grant through the Bureau of Justice Assistance. This grant includes a total of six agencies to take on the pivotal work of providing opportunities, or pathways, for individuals in active drug use.



# THE PATHWAYS

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## 4 FOCUS AREAS



### **Officer Intervention:**

Madison Area Addiction Recovery Initiative (MAARI) is a criminal diversion program.

### **Officer Prevention:**

The Addiction Resource Team (ART) conducts outreach to individuals who have experienced an overdose or had contact with Madison Police or Madison Fire, and substance use disorders were noted.

### **Self Referral:**

Individuals can directly contact the ART and request a visit or connection to area recovery resources.

### **Naloxone Plus:**

Naloxone is a medicine that rapidly reverses an opioid overdose. This grant allows Madison PD to purchase naloxone for the Addiction Resource Team to disburse on outreach visits, and for MAARI participants.

# OFFICER INTERVENTION

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## MADISON AREA ADDICTION RECOVERY INITIATIVE (MAARI)

MAARI is a criminal diversion program available to community members contacted in relation to substance use-related eligible offenses. To take part, referred individuals must undergo a clinical assessment and then complete six months of individualized treatment and recovery coaching.

### Eligible MAARI offenses:

- Retail theft
- Prostitution
- Burglary (if victim agrees to MAARI)
- Theft (if victim agrees to MAARI)
- Possession of drug paraphernalia
- Possession of controlled substance

### Why criminal diversion?

- It offers people an opportunity to seek recovery via local resources
- It can prevent a Circuit Court Access Program (CCAP) entry
- Drug addiction is a public health crisis, and law enforcement cannot "arrest its way out of" the problem



19

Successfully completed MAARI in 2023



50

Successfully completed MAARI since program inception 2020



# MAARI REFERRAL DATA

278  
Referrals to MAARI

86  
Referrals Eligible

75  
Admitted

Reason Referrals were Not Eligible:	# (%)
<b>Lack of Follow-Through with MAARI Process</b>	85 (44%)
<b>Ineligible Criminal Justice Reason</b> (ineligible offense, violence, other open cases, overlap with probation/parole)	77 (40%)
<b>Outside DCDHS's Residency Requirement</b>	11 (6%)
<b>Other Reason</b> (death, relocation out of state, former participant, DA charged, referral received late)	19 (10%)

## Attrition during the MAARI Process by Demographic Information

	Referred	Deemed Eligible	Admitted
<b>Gender</b>			
Male	174	47 (27% of referred)	42 (89% of eligible)
Female	104	39 (38% referred)	33 (85% of eligible)
<b>Race</b>			
White	206	69 (33% of referred)	60 (87% of eligible)
Black/African American	56	13 (23% of referred)	11 (85% of eligible)
Other Race	9	1 (11% of referred)	1 (100% of eligible)
American Indian/Alaska Native	4	2 (50% of referred)	2 (100% of eligible)
Asian	1	0 (0% of referred)	0 (N/A – 0 eligible)
Refused	2	1 (50% of referred)	1 (100% of eligible)
<b>Age</b>			
18-24	36	15 (42% of referred)	12 (80% of eligible)
25-34	106	28 (26% of referred)	27 (96% of eligible)
35-44	66	17 (26% of referred)	16 (94% of eligible)
45-54	44	18 (41% of referred)	16 (89% of eligible)
55-64	19	6 (32% of referred)	3 (50% of eligible)
65+	7	2 (29% of referred)	1 (50% of eligible)

# OFFICER PREVENTION

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## ADDICTION RESOURCE TEAM

A full-time team evaluates MPD and MFD call data, and identifies overdoses and investigations with a substance use or addiction nexus. These calls provide the basis for an ART outreach visit. 2023 saw the transition from a full-time Addiction Resource Officer to a cadre of 30 MPD officers that work in the field with Peer Specialists doing outreach.

A Peer Specialist is the crucial member of the team. The Peers work for Safe Communities, and draw from their own lived experience to relate to individuals in active substance use or addiction.

During ART visits, our team members have the ability to distribute naloxone, harm reduction kits and fentanyl test strips to individuals in need of these resources.



197

UNIQUE  
INDIVIDUALS  
VISITED BY THE  
ART IN 2023

# SELF REFERRAL

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## ADDICTION RESOURCE TEAM

Individuals can call the Addiction Resource Team to request a visit or connection to resources.

**608-416-9478**

The ART operates around two guiding principles:

- voluntariness, and
- person-centered approach

The team is capable of providing resource information to concerned friends or family members of persons in active substance use or addiction.



8

INDIVIDUALS SELF-  
REFERRED TO ART  
IN 2023

# NALOXONE PLUS

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## ADDICTION RESOURCE TEAM & MAARI

In 2023, the Addiction Resource Team provided 170 doses of naloxone to outreach contacts.

22 additional doses of naloxone were provided to individuals in the MAARI pathway.



206

DOSES OF  
NALOXONE  
DISBURSED IN 2023



369

DOSES OF  
NALOXONE  
DISBURSED SINCE  
PROGRAM  
INCEPTION 2020