



MADISON POLICE DEPARTMENT

COMMUNITY OUTREACH

2022 Annual Report
Community Outreach and Resource Education (CORE) Team
Addiction Resource Team



INTRODUCTION

The Madison Police Department's Community Outreach section encompasses three small teams:

Community Outreach and Resource Education (CORE), which seeks low-key, non-enforcement spaces to positively engage youth and build trust. CORE works collaboratively with community stakeholders to address racial disparities in arrest rates, increase transparency, and carry out meaningful engagement. The CORE team is staffed by 2 officers: Krista Luedtke and Lucien "Lu" Senatus.

The **Addiction Resource Team (ART)** is part of an MPD grant funded initiative called *Pathways to Recovery Madison and Dane County*. ART is a multidisciplinary team that works to engage individuals with substance use disorders and divert them from the criminal justice system and to recovery resources. The 2022 team consisted of Madison Police Officer Tom Coyne, Madison Fire Department Community Paramedic Seth Sanders, and a cadre of peer specialists from Safe Communities: Lana Hamilton, Elicia Casey and Joel Grunder. ART is supported by data analyst Caleigh Krimmer.

The **Mental Health Unit** activities will appear in a separate report.



MEET THE TEAM

Captain Matt Tye has served as the Captain of Community Outreach since December 2018. In this role, Captain Tye oversees all of the department's outreach efforts, including criminal diversion programs. His areas of responsibility include the Mental Health Unit, CORE and the Addiction Resource Team. He is also a liaison to MPD Pride, Black Officer Coalition and Amigos en Azul. In 2021, Captain Tye was selected as a National Institute of Justice (NIJ) Law Enforcement Advancing Data and Science (LEADS) scholar. He continued that endeavor throughout 2022. In addition to his community outreach roles, Captain Tye is the field commander for MPD's Special Events Team.



MEET THE TEAM

Sergeant Meg Hamilton oversees the Community Outreach Team, the Addiction Resource Team and an attached data analyst, and a new community engagement specialist. She serves as the nexus between MPD and two different restorative justice programs, one for 12-16 year olds and one for 17-25 year olds. In 2022, Meg was selected to take part in the first cohort of the New Blue Fellowship, a national program aimed at developing one hundred transformative officers by 2025. She traveled to London for site base learning with New Blue, and also was invited to a 30x30 conference in Washington, D.C. in which her previous project "We are the 28" was highlighted.



MEET THE TEAM

CORE Officer Krista Luedtke has been with Madison Police for 24 years. Prior to joining CORE in 2021, she served as a West patrol officer and as part of the Safety Education team. Krista wears many hats at MPD; she is a field trainer and instructs Professional Communication Skills to new officers in the Pre-Service Academy. In 2022, Krista planned and took part in events ranging from "Art from the Heart of Madison" at the Overture to "Winterfest" and "It Takes a Village" at Madison Parks, amongst many others. Krista is a critical part of the planning and implementation of MPD's two summer youth camps. Krista had the opportunity to travel to Arlington, Texas in 2022 for site based learning on "National Night Out."




MEET THE TEAM

CORE Officer Lucien "Lu" Senatus has been with MPD since 2018, and was previously a police officer in Tallahassee, Florida. Lu is the treasurer for the Black Officer Coalition and is active in the BOC's outreach in myriad ways, from acquainting area youth to black first responders at Glenn Stephens Elementary to taking part in Juneteenth at Penn Park and meal distribution on Madison's north side. Lu continues to be an annual, invited speaker to the University of Wisconsin - Madison School of Social Work. He traveled to Arlington, Texas in 2022 for site based learning and continues to be active in "Cops n Kids" with Kiwanis and "Late Night Basketball" at Warner Park. Lu is also a member of the Minority Officer Recruitment Effort (MORE).



MEET THE TEAM



Community Relations Specialist Alexander "Alex" Ricketts joined MPD Outreach in August 2022. One of his focus areas is to implement community programs specifically designed to improve relationships with people of color. Alex serves as Parliamentarian of a local chapter of the National Organization of Black Law Enforcement Executives (NOBLE). Alex comes to MPD with extensive law enforcement experience; he retired at the rank of Lieutenant from the Greensboro (North Carolina) Police Department. Alex serves in the Community Relations Specialist position as a civilian, or non-commissioned, member of MPD. He is frequently at community facing events, or small focus workgroups like Youth Advisory Board.



MEET THE TEAM

Addiction Resource Officer Tom Coyne serves as one of three members in the multidisciplinary, grant-funded Addiction Resource Team (ART). The ART seeks to engage with individuals in active addiction, and deflect them from the criminal justice system and toward recovery resources. In addition to his role on the ART, Tom oversees a criminal diversion program for individuals in active addiction who have been arrested or cited by MPD for a qualifying offense. That program is the Madison Area Addiction Recovery Initiative, or MAARI. Additionally, Tom served as a part-time rider for the Madison Mounted Unit in 2022 and taught "Policing the Teen Brain" to audiences throughout the year.



MEET THE TEAM

Data analyst Caleigh Krimmer joined the *Pathways to Recovery* team in November 2022. She works closely with Addiction Resource Officer Tom Coyne to identify individuals who might qualify for the MAARI criminal diversion program or a visit from the Addiction Resource Team. One of her additional tasks is tracking all overdose calls in the City of Madison. Caleigh previously worked for New Berlin Police, and is pursuing her masters degree at the University of Wisconsin - Milwaukee.



PART 1

CORE TEAM

FLAGSHIP EVENTS



Leadership Camp visit to Madison Fire Station 14

CORE partnered with Big Brothers Big Sisters of Dane County and Black Officer Coalition to host **Leadership Camp**. Leadership Camp is a free, week-long day camp for youth entering 7th or 8th grade in the fall. All attendees are part of the Big Brothers Big Sisters program.

Black Officer Coalition volunteers take part as "squad leaders," who are with the same small group of kids all week. It is a demanding and meaningful role, in which officers can serve as friend, coach, mentor, cheerleader, supporter, and listener...sometimes all in the same day.

At this year's Leadership Camp, campers scaled the Madison College Ropes Course, day tripped to Goodman Pool and the Vilas Zoo, visited a Madison Fire station and participated in dynamic activities centered around life skills and teamwork. Camp concluded with a graduation dinner and cake for all the youth who took part, and their families.

FLAGSHIP EVENTS



Latino Youth Academy 2022

CORE partnered with Amigos en Azul to co-host **Latino Youth Academy** in August. Amigos en Azul is a coalition of Dane County law enforcement agencies whose mission is to dissolve cultural barriers, build partnerships and open lines of communication between the Latino community and Dane County law enforcement. Amigos members serve as "platoon leaders," working with the same small group of kids all week. In 2022, one LYA camper spoke exclusively Spanish. He was paired with a platoon leader who was bilingual, and her nonstop translation efforts allowed him to fully participate all week. Shared language and culture can be powerful relational tools.

Latino Youth Academy participants visited Forward Madison Football Club, got behind the scenes at Sylvee, day tripped to Fitchburg Fire Department, went to the top of the state capitol, met MPD's horses and much more. At the end of Latino Youth Academy, Fitchburg Police hosted a celebration for participants, their families, and the officers who took part.

FLAGSHIP EVENTS



Refugee-First Responder Picnic 2022

Each year, CORE partners with Jewish Social Services and Open Doors for Refugees to host the **Refugee-First Responder Picnic**. The purpose of the Refugee-First Responder Picnic is to bring together recently resettled refugee families in the Madison area and local emergency responders, to reduce stigma and fear in the refugee community.

Christ Presbyterian hosted the picnic, and first responders from Madison Police, Madison Fire, Fitchburg Police, UW Police, the Wisconsin Department of Natural Resources, Monona Police, and Dane County Sheriff's Department all attended. For the first time, representatives from the 911 center and the Victim-Witness Unit of the District Attorney's Office also attended and spoke, to answer questions and provide information.

Jewish Social Services and Open Doors for Refugees arranged for translators to assist in roundtable conversations. Agency heads from Monona Police, UW Police and Dane County Sheriff's Department were amongst the many participants.

FLAGSHIP EVENTS



Community Academy at South Precinct

CORE was honored to host the Madison Police Department's annual **Community Academy**, which was offered as a four-part series in November. The goal of Community Academy is to provide a working knowledge of MPD's values, goals and operations, and to invite feedback and questions. Participants met a panel of MPD personnel, including a detective, a community policing team officer, a neighborhood officer, and an officer from the Gang and Neighborhood Crime Abatement Team.

The Community Academy addresses topics that are of national concern, including police use of force. Attendees were also able to hear about many of MPD's criminal diversion efforts, including the Mental Health Unit, the Addiction Resource Team, and referrals to Community Restorative Court. The program concluded with a demo by MPD drone operators and an opportunity to hear about the Mounted Patrol Unit.

FLAGSHIP EVENTS



MPD Cares event 2022

CORE took part in the third annual **MPD Cares** event, a collaboration between Madison Police, Metcalfe's, and the Madison Community Policing Foundation. Officers talked with families in advance of Thanksgiving who were in need of holiday meal help. On the Monday of Thanksgiving week, Madison Police personnel and partners from area law enforcement gathered to accept the donated meals from Metcalfe's, package each household's Thanksgiving meal components, and then deliver to the recipient families.

MPD Cares started in 2020, when the COVID-19 pandemic was acute and food instability was high. The ongoing generosity of Metcalfe's allows MPD officers to serve families who would otherwise go without, at Thanksgiving.

FLAGSHIP PROGRAMS



Mentorship

- A new **lunch buddies** program launched in fall 2022, bringing together CORE and 5th graders at Lake View Elementary. Once a month, CORE eats lunch with students whom school staff felt would most benefit from mentorship.
- An ongoing partnership with **Big Brothers Big Sisters** brings CORE and "Littles" together for Leadership Camp and other events throughout the year. In December, Krista attended the BBBS holiday party and reconnected with a youth who attended Leadership Camp in 2021 *and* 2022 (above: youth depicted on left attended camp two years in a row!)
- A new partnership with Glenn Stephens Elementary brought Lu to the role of "coach" in the spring iteration of **Girls on the Run**. Lu is a dad of two girls, and was an educator before becoming a police officer. He connected meaningfully with several burgeoning runners...to the extent that they attended "Art from the Heart," a program CORE hosted downtown.

FLAGSHIP PROGRAMS



Youth Internships

The **Wanda Fullmore Youth Internship 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. CORE hosted Juliana Ketarkus for the summer of 2022.

CORE also had the opportunity to co-host a second intern through the **Dear Diary program**, Aveyaunna Hughes (pictured above).

Juliana and Aveyaunna were invaluable to CORE throughout their internships. The youth that CORE seeks to serve are generally middle school aged, so to have two high-school aged youth to "bridge the gap" was pivotal! Aveyaunna was even willing to explain, at Leadership Camp, what an elevator speech was and how to conduct one. The young campers were riveted by Aveyaunna's poise and public speaking ability.

FLAGSHIP PROGRAMS



National Night Out 2022

National Night Out is a familiar sight in many American towns, big and small. 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.

CORE supported the North District in planning efforts for National Night Out 2022, which was held at the Mallards stadium. The entire CORE team worked this event alongside Chief Barnes and numerous specialty teams, including K9 and Mounted. The CORE team is excited to expand MPD's National Night Out footprint in 2023. CORE Officers Krista and Lu traveled to Arlington, Texas in October to do site-based learning on that city's National Night Out initiatives.

Photo: Captain Harrison Zanders (center) speaking with a young attendee at National Night Out.

BATTLE OF THE BADGES



Team Police, 2022

Madison Police and Madison Fire face off each calendar year in a variety of friendly sports competitions. CORE oversees the soccer iteration, which is held in fall at Forward Madison Football Club's home field, Breese Stevens.

Madison Police and Madison Fire take turns choosing a recipient charity for this fundraiser. Madison Fire chose in 2022, selecting NextGen as the recipient! NextGen Responders Fund is a program at MATC that helps high schoolers struggling financially or with other life challenges to take first responder classes.

CORE engaged in planning efforts with the invaluable help of Traffic Specialist Sam Brier and Black Officer Coalition Chair Neal Crowder. On game day, a consortium of law enforcement from Dane County played on Team Police. CORE looks forward to hosting this again in 2023.

COPS N KIDS



Cops 'N Kids Reading Program

Several chapters of Kiwanis approached CORE in spring 2021 with interest in partnering on an initiative coined "Cops 'N Kids." Kiwanis' mission is to get free books into the hands and homes of children, while also building connections and trust in the community.

CORE was proud to continue "Cops 'N Kids" in 2022. The team partnered with Boys and Girls Club on Madison's south side and the Allied Drive Learning Center to reach new audiences and get books into the hands of more kids. Officer Senatus was introduced to "Alexander and the Terrible, Horrible, No Good Very Bad Day" which he read with aplomb.



It Takes a Village Event

CORE was honored to take part in the 2nd Annual "It Takes a Village" community event on Madison's south side. "It Takes a Village" was coordinated by Parks Alive and Madison Public Library, with MPD supporting and in attendance. Krista developed an innovative scavenger hunt based at Penn Park, and Meg handed out ice cream treats and talked with community members about the Addiction Resource Team.

Madison Mounted patrol took part, as did numerous officers and commanders from the South District Station.

Photo: Neighborhood Resource Officer Jess Wolf (second from left) and Officer Mike Franklin (with arms extended) and children at "It Takes a Village"



MPD Pride Board, June 2022

MPD Pride, supported by CORE, once again hosted **"Meet and Greet with MPD Pride"** in June. MPD Pride is an LGBTQ+ resource group comprised of LGBTQ+ employees and allies within the agency. One of the group's goals is to cultivate trust and offer an additional level of support to LGBTQ+ individuals in need of police services.

The "Meet and Greet" event took place outside of Vilas Zoo, and in the course of only an hour and a half, MPD Pride members met over 500 community members!

MPD was fortunate to receive funds from Madison Community Policing Foundation to have a squad car wrapped in Pride colors, as a symbol of allyship. The Pride squad was brought to this event, and is used year-round in patrol services.



Common Wealth

DEVELOPMENT

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. CORE approached Common Wealth Development, a non-profit organization in operation since 1979, to stand up a Youth Advisory Board. Youth Advisory Board continued throughout 2022.

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 the third partner in Youth Advisory Board, and provides monies for the youth taking part to be compensated for their time. MPD is honored to be part of the participating youths' academic and civic journey.



Coffee With a Cop

The CORE team is uniquely able to meet community members when and where they gather, to discuss safety issues, answer questions, and make connections to other area service agencies. **Coffee With a Cop** occurs in numerous settings around the City of Madison, and CORE members always look forward to attending, when their schedules allow for it.

Patrol officers, neighborhood officers and commanders attend Coffee With a Cop as well, to address district or neighborhood specific concerns.

Above: Officer Lu Senatus and Community Engagement Specialist Alex Ricketts at Coffee With a Cop, December 2022.



Winterfest

CORE is continually seeking new, creative ways to meet Madison community members. In January, CORE joined forces with the Parks Department, the West District station, and MPD's neighborhood officers to host the first-ever "Winterfest" at Elver Park. On a single-digit day, Krista, Meg and Lu arrived at Elver Park at dawn to set up s'mores stations, oversee construction of a heated tent for crafting, and coordinate giveaways from Metcalfe's grocery store.

"Winterfest" capitalized on foot traffic to the famous Elver Park sledding hill, and gave officers the opportunity to hand out ice skating passes, cocoa and cookie kits, and crafting help. The Madison Community Policing Foundation (covered in a subsequent section) generously provided funds to make this event a success.

Photo, left to right: Captain Tim Patton, Mental Health Officer Charles Pratt, and Community Policing Team Officer Scott Beckfield on ice skates at Winterfest.



Art from the Heart of Madison

In April, CORE put forth a new event coined "Art from the Heart of Madison." It took place at the Overture Center in downtown Madison, and featured a dozen MPD artisans demonstrating their craft or skill. Attendees had the opportunity to try their own hand via interactive booths and break-outs.

Detective Chark Vang sang and played guitar, Investigator Joanna Hollenback gave lessons on quilting, and Property Room Supervisor Lorie Anderson led drumming classes! CORE officers Krista (flower arranging) and Lu (origami, pictured in photo above) had the opportunity to showcase their own hidden talents. A very popular station was a tutorial on how to make guacamole...complete with ingredients to take home and a written recipe card.

RESTORATIVE JUSTICE



Ron Johnson, champion of CRC and friend to all - in memorium

The CORE team continues to serve as the nexus between Madison Police Department and restorative justice program partners. Each week, Sgt Hamilton reviews municipal citations issued by MPD to individuals 17-25 years old. She screens all potential candidates and subsequently makes referrals to Community Restorative Court (CRC). 5 municipal offenses are eligible for referral: disorderly conduct, simple battery, damage to property, obstructing, and theft, including retail theft.

Sgt Hamilton made 178 referrals to CRC in 2022. MPD values the partnership with Community Restorative Court, and their cadre of Peacemakers.

Above: CORE honors the contributions of Ron Johnson, whose tireless work in restorative justice positively impacted so many in Dane County and statewide. He passed away in 2021, and is deeply missed.



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 2022:

- Winterfest
- Art from the Heart of Madison
- Leadership Camp and Latino Youth Academy expenses
- Refugee-First Responder Picnic
- Elver Park Neighborhood Center field trip to MPD stables (pictured above)
- MPD Cares Thanksgiving meal effort
- Amigos en Azul, Black Officer Coalition and MPD Pride outreach



Data Summary

The CORE team reported aggregate data on its community outreach activities for all of fiscal year 2022. In that period, CORE:

- hosted **7** new events, including a series of Community Re-Entry dinners for individuals coming out of incarceration. Other new events were Winterfest, One City Walk, "Police Be My Valentine," Art from the Heart of Madison, Halloween with Heroes, and Pizza with Police.
- partnered with **68** other agencies, schools or businesses on outreach
- served over **2000** individuals in CORE hosted events or programs
- engaged in formal outreach efforts in all **6** Madison Police districts, as well as outside jurisdictions including UW-Madison, Fitchburg, and Monona

CORE was able to do all this with 2 full-time officers.

LOOKING AHEAD



CORE TEAM

In 2023, the CORE team is coming under a newly-created Outreach and Emergency Preparedness Lieutenant, Lori Chalecki. Lt Chalecki was foundational in creating some of the programs and partnerships that CORE currently maintains, including summer youth camps. She has deep community ties and indefatigable energy for outreach. Lt Chalecki officially began overseeing CORE on Christmas 2022, but she was with the team physically or behind the scenes long before that.

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.

Photo: Halloween outreach to children at UW Children's Hospital, October 31, 2022. Lt Chalecki is in uniform, far left side.



PART 2

ADDICTION RESOURCE TEAM

MISSION



PATHWAYS TO RECOVERY MADISON AND DANE COUNTY

Madison PD continues to hold a Comprehensive Opioid, Stimulant and Substance Abuse Program (COSSAP) grant through the Bureau of Justice Assistance. MPD partners with 5 agencies to take on the pivotal work of providing opportunities, or pathways, for individuals in active addiction to access recovery resources. Captain Matt Tye and Sergeant Meg Hamilton oversee this effort.

**PERSON
CENTERED
VOLUNTARY**

Partners: Madison Fire, Safe Communities, Treatment Readiness Center, Dane County Department of Human Services, and University of Wisconsin Population Health Institute

THE PATHWAYS



4 FOCUS AREAS

- **Officer Intervention**

Madison Area Addiction Recovery Initiative (MAARI) is a criminal diversion program. See next slide for program details.

- **Officer Prevention**

The Addiction Resource Team 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 call the ART line 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



MADISON AREA ADDICTION RECOVERY INITIATIVE (MAARI)

MAARI is a criminal diversion program available to community members in active addiction who have committed an eligible offense (see list). To take part, referred individuals must undergo a clinical assessment and then complete six months of individualized treatment and recovery coaching.

Eligible offenses:

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

26

INDIVIDUALS
HAVE COMPLETED
THIS PROGRAM,
AS OF NOV 30,
2022



OFFICER INTERVENTION

MADISON AREA ADDICTION RECOVERY INITIATIVE

Why criminal diversion?

- It offers people an opportunity to seek recovery via local recovery resources
- Diversion can prevent a Circuit Court Access Program (CCAP) entry from being entered. A CCAP entry can negatively impact employment and housing for a person's entire life
- Drug addiction is a public health crisis, and law enforcement cannot "arrest its way out of" the problem



OFFICER PREVENTION

ADDICTION RESOURCE TEAM

Data analyst Caleigh Krimmer and **Officer Tom Coyne** sift through MPD calls, and identify overdoses and investigations with a substance use disorder nexus. These calls provide the basis for an ART outreach visit. Madison Fire department patient care records also have a check-box that can indicate ART eligibility.

A Peer Specialist (Lana Hamilton, Elicia Casey or Joel Grunder) is the crucial second member of the team. The Peers work for Safe Communities, and draw from their own lived experience to relate to individuals in active drug addiction.

Community Paramedic Seth Sanders is the third spoke of ART. He can disburse naloxone and provide wellness assessments.

348

UNIQUE
INDIVIDUALS HAVE
BEEN VISITED BY
THE TEAM, AS OF
NOV 30, 2022

SELF REFERRAL

ADDICTION RESOURCE TEAM

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

608-264-9279

The ART operates around two guiding principles:

- voluntariness
- person-centered approach

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

8

INDIVIDUALS
SELF-REFERRED
TO ART IN 2022



NALOXONE PLUS

ADDICTION RESOURCE TEAM & MAARI

In 2022, the Addiction Resource Team provided 164 doses of naloxone to outreach contacts.

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

182

DOSES OF
NALOXONE
DISBURSED IN
2022



LOOKING AHEAD

ADDICTION RESOURCE TEAM & MAARI

In 2022, MPD had an opportunity to present at a national symposium entitled Homelessness, Health Care and Public Safety. It was a powerful opportunity to share some of what the Pathways team has developed, and how ART is uniquely serving Madison.

In January 2023, MPD had several opportunities to share knowledge with new COSSAP awardees and continue to learn, including:

- speaking at a Wisconsin convening, hosted by PAARI (Police Assisted Addiction Recovery Initiative)
- presenting to "grand rounds," a monthly meeting of area clinicians specializing in addiction and substance use disorders
- hosting Menomonie Police for site-based learning
- attending a regional Quick Response Team Summit in Cincinnati

MPD is grateful to the Pathways partner agencies for their commitment in continuing this essential work.