



WISCONSIN DEPARTMENT OF JUSTICE LAW ENFORCEMENT BULLETIN

September 2020

We Will Always Remember....



**Deputy Sheriff
Richard Treadwell**

**Dane County Sheriff's Office
End of Watch: August 22, 2020**

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- Marsy's Law
- Fall Drug Take Back
- Guest Article



**School Resource Officer
Joseph Kirkpatrick, Jr.**

**Elkhorn Police Department
End of Watch: August 18, 2020**



STATE OF WISCONSIN - DEPARTMENT OF JUSTICE

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Attorney General

Eric Wilson
Deputy Attorney General

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Message from the Attorney General



Dear Law Enforcement Colleague:

This school year will be very different from other years. But beyond the important discussions about masks and online learning, many of the same school safety concerns remain: mental health, threats to schools and students, and safety planning. The Wisconsin Department of Justice (DOJ) is committed to keeping kids safe and is offering a new school safety tool.

DOJ's Office of School Safety (OSS) has launched the SPEAK UP, SPEAK OUT (SUSO) Resource Center—a comprehensive, one-stop resources for students, families, teachers and other school staff, and law enforcement to turn to with concerns regarding school safety. The resource center offers a free, 24/7 threat reporting system (tipline), threat assessment consultation, critical incident response, and general school safety guidance.

Threat Reporting System

Students, parents, school staff, and community members can submit school safety concerns by downloading the SUSO app (Android and iOS), visiting speakup.widoj.gov, or by calling 1-800-MY-SUSO-1. Resource Center staff work around-the-clock to respond to reports by communicating directly with school administrators, law enforcement, and counselors.

Threat Assessment Consultation

If a possible threat has been identified, the Resource Center can provide threat assessment consultations for school staff and law enforcement. Consultations can include determining the severity of a threat, appropriate response to a behavior, or even assistance with the implementation of the Wisconsin School Threat Assessment Protocol.

Critical Incident Response

The Resource Center can deploy critical incident response teams if a school experiences a critical incident. When schools report a critical incident to the Resource Center, a regionally based critical incident response team will mobilize to affected schools. This allows schools to gain access to statewide resources by placing one phone call, instead of having to use precious time making several phone calls.

General School Safety Guidance

The Resource Center also provides general school safety guidance to students, parents, school staff, and law enforcement. Training, building security, school safety planning, and other topics related to school safety can all be accessed by contacting the SPEAK UP, SPEAK OUT Resource Center.

Law enforcement & SPEAK UP, SPEAK OUT

Law enforcement can help make SUSO successful:

1. Please submit a list of all the school buildings that are in your primary jurisdiction. This information will help our analysts identify which law enforcement agency should be contacted in the event that an immediate safety concern at a particular school is submitted to the SUSO reporting system.
2. Please submit the name, email address, and phone number of the person you would like to receive notification of an immediate safety concern at a school in your jurisdiction to 1-800-MY-SUSO-1 or schoolsafety@doj.state.wi.us.
3. Help spread the word about SUSO. If a school in your jurisdiction isn't already implementing SUSO, please let the school know about this new, free safety tool.

If you have any questions about SUSO, please contact DOJ at 1-800-MY-SUSO-1 or schoolsafety@doj.state.wi.us.

Joshua L. Kaul



E-Learning Opportunities

Wednesday Wellness and Leadership Webinar Series

September 9 thru November 18

Wednesday's at 10:00 AM

Topics include: Mental Health for law enforcement, Media, Peer Support, Resiliency, Recruiting during Challenging Times and much more!



Investigation, Prosecution and Supervision of Stalking Offenders

September 15 and September 29 at 10:00 AM

A two part webinar series focused on the investigation, prosecution and supervision of stalking offenders presented by Assistant Attorney General Miriam Falk and Program and Policy Analyst from the Office of Crime Victim Services, Keeley Crowley.

Jail Administrator's Webinar Series

A 5 week series beginning September 30

Special guest speakers include Gordon Graham, Kent Williams, Crivello and Carlson panel, Dr Dan Schroeder and Chief Dave Funkhouser



Enhancing Domestic Violence Investigations

Beginning October 1

A 9 session webinar series during October—Domestic Violence Awareness Month. Join special guest speakers Dottie Davis, Justin Boardman, and Harry Drucker as they share their experiences in investigating domestic violence

Officer Involved Death Investigations

Beginning October 5

A four part webinar series in October on topics surrounding officer involved death investigations featuring speakers from WI DOJ Division of Criminal Investigations and WI State Patrol.



Fall Drug Take Back Date

October 24, 2020

On October 26, 2019, Wisconsin had a total collection of 60,472 lbs for our fall Drug Take Back Collection date. Wisconsin had the [second largest collection](#) in the nation this October, beating the State of California in the biannual drug collection.

“This successful Drug Take Back collection reflects the commitment of people across the state to fighting substance abuse,” said Attorney General Kaul. “Thanks to the many Wisconsinites who are helping to prevent unused and unwanted medications from being diverted.”

Statewide 280 law enforcement agencies hosted Drug Take Back events and collected disposed drugs from 476 permanent drug disposal boxes at law enforcement agencies across the state. These permanent drug disposal boxes are accessible year-round.

Drug Take Back Day provides a safe, convenient and responsible means of disposal, while also educating the community about the potential abuse and consequences of improper storage and disposal of these medications.

Unused or expired medicine should never be flushed or poured down the drain. Water reclamation facilities are not designed to remove all of them, and trace amounts of pharmaceuticals are showing up in rivers and lakes.

Drug Take Back Day would not be possible without assistance from the Drug Enforcement Administration, and the generous support of Fuchs Trucking, Covanta Energy, the Wisconsin State Patrol, the Wisconsin Department of Agriculture, Trade and Consumer Protection, Wisconsin Department of Health Services, Wisconsin Department of Military Affairs, Wisconsin Department of Natural Resources, the Indiana State Police, Waukesha County, Waukesha County Sheriff’s Office, and all participating local law enforcement agencies.

The collected medications were boxed, palletized, shrink wrapped, and secured for transportation to Covanta Energy Corporation in Indianapolis, where the drugs were incinerated.

To find a permanent drug disposal box near you, go to: <https://doseofrealitywi.gov/drug-takeback/find-a-take-back-location/>. For more information, go to www.DoseofRealityWI.gov

Agencies will need to register again for the October 24th Drug Take Back Day. Contact Danielle Long if you have not registered: longdb@doj.state.wi.us.

Registration Deadline: September 11

Register: <https://wisdoj.eventsair.com/drug-take-back---october-24-2020/>

DRUG TAKE BACK DAY
October 24

DoseOfRealityWI.gov

DOSE OF REALITY
PREVENT PRESCRIPTION PAINKILLER ABUSE IN WISCONSIN.

SAFE DISPOSAL SAVES LIVES!

A message from Wisconsin Department of Justice and the Wisconsin Department of Health Services

Wisconsin Department of Health Services

Office of Crime Victim Services



MARSY'S LAW

On April 7, 2020, Wisconsin voters ratified an amendment to the Wisconsin State Constitution providing additional rights to crime victims. This amendment, also known as Marsy's Law, was passed in identical form by two consecutive legislative sessions before being placed on a statewide ballot this Spring. The amendment to Article 1, Section 9m, of the Wisconsin Constitution, is self-executing and was effective when the election was certified on May 4, 2020. As a result of its passage, statutory changes will likely need to be made to provide additional guidance concerning the implementation of Marsy's Law. With the current legislative session having come to a close, these changes will not take place until the next legislative session at the earliest.

In response to the passage of Marsy's Law, the Department of Justice has created several resources to help law enforcement with its implementation.

First, DOJ has provided updated sample Victim Rights Notification Forms that include the Marsy's Law changes. They are available in English, Spanish, and Hmong on Wilenet, and also on DOJ's Office of Crime Victim Services website: <https://www.doj.state.wi.us/ocvs/law-enforcement>. Additionally, the Beloit Police Department made these forms into brochures that they are willing to share with others. Please contact me if you are interested in the brochure template.

Second, on June 19, 2020, DOJ hosted a webinar for law enforcement on Marsy's Law hosted by AAG Miriam Falk and me. The webinar was recorded and can be accessed on Wilenet as well.

Finally, DOJ has created a new email address dedicated to questions related to Marsy's Law: MarsysLaw@doj.state.wi.us. Please feel free to reach out with any questions you have and we will get back to you as quickly as possible.

Thank you for all of your hard work in implementing the changes in Marsy's Law and making victims' rights meaningful in Wisconsin. Those working on Marsy's Law at the national level have commented that they have never seen a state implement the changes as quickly as Wisconsin has.

Please keep reaching out with your questions and concerns. DOJ is happy to help!

Michelle Viste
Executive Director, Office of Crime Victim Services
Wisconsin Department of Justice
visteml@doj.state.wi.us



GRANT ANNOUNCEMENT

Violence Against
Women Act

VAWA STOP:

Justice System
Training 2021

Program Description

The purpose of this program is to provide specialized training for law enforcement professionals responsible for responding to reports of sexual assault, domestic violence, stalking, strangulation, or human trafficking.

For more details and to apply for these funds log into Egrants.

[Website Link](#)

Questions can be directed to

Keeley Crowley
crowleykj@doj.state.wi.us

The Crime Victim Compensation Program

Who is eligible?

- A person who is injured or killed as a result of a compensable crime
- A person who is injured or killed while attempting or succeeding in:
 - ◊ Preventing a crime/aiding law enforcement,
 - ◊ Apprehending an offender of a crime, or
 - ◊ Aiding a victim of a compensable crime
- Compensable crimes are listed in Wis. Stat. §949.03(1)(b)- see reverse side
- Victim must have suffered actual bodily harm, or mental/psychological trauma.
- Examples:
 - ◆ A person who has been physically assaulted
 - ◆ A person who reports a sexual assault
 - ◆ A victim of domestic violence
 - ◆ A family member, domestic partner, or someone who resides with a homicide victim
 - ◆ A person who was victimized as a child and is now an adult.

What can CVC pay for?

- Medical expenses
- Dental expenses
- Mental health for both victims and parents of minor victims
- Net lost wages for victims, parents of minor victims and family/household members of homicide victims
- Loss of support
- Caregiver services
- Clothing/bedding held as evidence
- Computer/mobile phone held as evidence
- Property destroyed by crime lab testing
- Securing/cleaning of a crime scene
- Funeral/burial expenses

The maximum benefit per claim is \$40,000.

Property loss or damage is not covered other than those items described above. The victim must have suffered a physical injury or mental/psychological trauma.

What makes a claim ineligible?

- The victim engaged in conduct which substantially caused or contributed to his/her injury or death
- The victim committed a crime that caused or contributed to his/her injury or death
- The incident was not reported to law enforcement within 5 days of the crime or within 5 days of when the crime could reasonably have been reported*
- The application is not filed with the program within one year of the date of the crime*
- The victim does not cooperate with law enforcement, through prosecution.
 - However, criminal charges do not have to be filed; a crime victim can still apply and be found eligible.

*Note that these timelines may be waived in certain instances, particularly if the application involves a child or vulnerable adult.

*Exceptions also apply to adults that were victimized as children.

Examples:

- A victim who does not cooperate with the investigation or prosecution
- A victim who is injured or killed while engaged in an illegal drug transaction
- A victim whose wallet has been stolen

How do victims apply?

- Victims can call the toll free line at **1-800-446-6564** to have an application sent to them
- The application can also be accessed on the website: www.doj.state.wi.us/ocvs

The program does not cover property crime, property loss, legal fees, or stolen money or prescriptions.

Law enforcement is required by statute to provide information about crime victims' rights, including information about the Crime Victim Compensation Program, to all victims.





VIRTUAL LEARNING OPPORTUNITIES

Speak Up, Speak Out (SUSO) Train-the-Trainer Webinars

These webinars are a train-the-trainer curriculum for elementary, middle, and high school students. The material presented is age-appropriate information on when and how to use the free statewide confidential tip line to report threats of school violence. There will be two courses available; one for elementary students and one for middle school/high school students. The elementary specific presentation focuses on “telling a trusted adult” when someone makes them feel unsafe. The middle school/high school presentation focuses more on school violence prevention, the use of the tip line application and making a tip. How these presentations can/should be delivered. This presentation is intended to be provided directly to students during school hours. The information can be provided to them during homeroom, study hall or during a general assembly for each individual grade. The training is projected to only take 10-15 minutes of student’s time.

Virtual Basic Threat Assessment Team Course

The Basic Threat Assessment Team course is for school administrators, pupil services staff, security personnel and school resource officers (or local law enforcement). This course will explain who should be part of the threat assessment team, the investigative themes important in a school based threat assessment, how to determine the severity of the threat, and how to determine the appropriate response to threatening behavior. Attendees will complete table top exercises and evaluate their own policies. Attendees are encouraged to bring the threat assessment tool used in their school district and their school district's policy regarding threats of violence to the training. This is an eight hour course delivered by the Wisconsin Department of Justice, Office of School Safety staff. Attendance is restricted to school employees and law enforcement officers.

Dates available September through December for these training opportunities. Check the Office of School Safety website for dates and registration links.

<https://www.doj.state.wi.us/office-school-safety/training-opportunities>

Virtual Learning Catalog

Did you miss one of our spring or summer webinar series? Find them online at our website. To view a webinar, register using each webinar's link using your official school or law enforcement email address. Viewing of these webinars is free and is supported in part by the Wisconsin School Safety Coordinator's Association and the Howard-Suamico School District.

Virtual Learning: <https://www.doj.state.wi.us/office-school-safety/virtual-learning>

Learn more about the DOJ Office of School Safety here:

<https://www.doj.state.wi.us/office-school-safety/office-school-safety>

interact!
program:
interact! is an online, interactive e-course created for parents and guardians to complete with their children with the goal of sparking basic online safety discussions in the home. This 30+ minute module provides parents with the opportunity to review their own tech use to set a good example; interactive activities to complete alongside their children; and follow-up resources and activities to keep the discussions going. Be your child's trusted adult. Interact!, and stay safe!

This program was created by the Wisconsin Department of Justice – Internet Crimes Against Children Task Force and the Wisconsin Department of Public Instruction to help keep kids safe online. Please visit www.ProtectKidsOnlineWI.gov and click the interact





WHAT IS SPEAK UP, SPEAK OUT?



The Speak Up, Speak Out 24/7 threat reporting system launched this fall 2020. When Wisconsin youth think there's a threat to themselves, their classmates or their school, the threat reporting system will be a single, statewide resource to voice their concerns with complete confidentiality – and they can trust that adults are ready to respond to the threat. No one knows more about what's going on at school than students themselves, and they'll be able to inform an adult online, via an application, or by calling a tip line.

WHAT DOES SUSO NEED FROM LAW ENFORCEMENT?

1. Submit a list of all the school buildings that are in your primary jurisdiction. We need this information because in the event an immediate safety concern is submitted to the SUSO reporting system, our analysts may need to contact you.
2. Submit the name, email address, and phone number of the person that you would like to receive notification of that event for your law enforcement agency to 1-800-MY-SUSO-1 or schoolsafety@doj.state.wi.us.

EMPOWERMENT

Speak up, you have a voice

A red square graphic with a white speech bubble at the top containing the word "EMPOWERMENT". Below the speech bubble, the text "Speak up, you have a voice" is written in white.

SUPPORT

We are listening.
Your voice matters.

An orange square graphic with a white speech bubble at the top containing the word "SUPPORT". Below the speech bubble, the text "We are listening. Your voice matters." is written in black.

PROTECTION

Early prevention can save lives.
Report safety threats for
everyone's protection.

A blue square graphic with a white speech bubble at the top containing the word "PROTECTION". Below the speech bubble, the text "Early prevention can save lives. Report safety threats for everyone's protection." is written in white.

Division of Forensic Sciences



Dear Criminal Justice Partners,

With the positive response we received for our 2019 Symposium from our Criminal Justice System partners, we were looking forward to a 2020 Symposium. However, due to the coronavirus pandemic and the uncertainty that comes with it for the foreseeable future, we have opted to forego our annual Symposium this year. This was a difficult decision to make, but was necessary for the well-being of our attendees, speakers, and staff.

We are hopeful that 2021 will be the year that we can bring this offering back.

Stay safe and be well.

Nikki Roehm, Administrator, Division of Forensic Sciences

Madison Laboratory
4326 University Avenue
Madison, WI 53705
(608) 266-2031

Milwaukee Laboratory
1578 South 11th Street
Milwaukee, WI 53205
(414) 382-7500

Wausau Laboratory
7100 West Stewart Avenue
Wausau, WI 54401
(715) 845-8626

Wisconsin State Crime Laboratories



Madison



Milwaukee



Wausau

Division of Law Enforcement Services



WISCONSIN | ePDMP

The WI ePDMP is a tool to help combat the ongoing prescription drug abuse epidemic in Wisconsin. By providing valuable information about controlled substance prescriptions in schedules II-V that are dispensed in Wisconsin, the WI ePDMP can help pharmacies, healthcare professionals, law enforcement agencies, and public health officials work together to reduce the misuse, abuse, and diversion of controlled substance prescriptions.

"The WI PDMP is hands down the best resource made available to those of us investigating drug diversion in the state of Wisconsin. It gives us valuable information and a direct route for working with the healthcare community to address prescription drug abuse and diversion." – WI Diversion Investigator

WI ePDMP Access for Active Investigations

Did you know...

Law enforcement may request access to WI ePDMP data under one of the following circumstances:

1. The law enforcement agency or prosecutorial unit is engaged in an active and specific investigation or prosecution of a violation of state or federal law involving prescribed controlled substances and the information requested is reasonably related to that investigation or prosecution.
2. The law enforcement department or agency or prosecutorial unit is monitoring the patient as part of a drug court, as defined in Wis. Stat. 165.955 (1).

The WI ePDMP can help guide investigators to original records kept by prescribers and dispensers but should not be used in isolation to make any determinations about a prescriber, dispenser, or patient. Investigators should rely on original records obtained from the prescriber or the dispenser as the source of truth.

"Having access to the WI PDMP is essential to my job as a Diversion Investigator. I can obtain prescription information quickly and efficiently. I believe there is a direct correlation between the PDMP and a decrease in pharmacy/doctor shopping. I am grateful for this program." – Federal Diversion Investigator

Law Enforcement Duty to Report

Don't forget...

Wis. Stat. 961.37 established a requirement for law enforcement agencies to submit information to the WI ePDMP. The following events require law enforcement to submit an alert to the WI ePDMP:

1. Suspected Narcotic-Related Death
2. Suspected Opioid-Related Overdose (Non-Fatal)
3. Suspected Violation of the Controlled Substances Act Involving a Monitored Prescription Drug
4. Report of a Stolen Controlled Substance Prescription

The WI ePDMP disseminates alert information to healthcare users of the WI ePDMP, many of whom are required to check their patients' records in the PDMP before writing a controlled substance prescription. This allows the WI ePDMP to facilitate communication between healthcare professionals and law enforcement.



Department of Safety and Professional Services - Wisconsin Prescription Drug Monitoring Program
Web: pdmp.wi.gov Email: PDMP@wisconsin.gov Phone: (608) 266-2112
Law Enforcement User Guide: pdmp.wi.gov/training-materials

TRAINING AND STANDARDS BUREAU

Time Frame to Re-gain Law Enforcement Employment

Law enforcement recruits have three years following graduation from the academy to gain employment as a law enforcement or tribal law enforcement officer.

Prior to June 2017, all law enforcement and tribal law enforcement officers who separated from employment, regardless of how long they held employment as a law enforcement or tribal law enforcement officer, had three years from their date of separation to re-gain employment as a law enforcement or tribal law enforcement officer.

In June 2017, the Law Enforcement Standards Board (LESB) amended the timeframe to re-gain employment as follows:

A law enforcement or tribal law enforcement officer who holds law enforcement or tribal law enforcement employment for at least one consecutive year prior to termination of employment, has three years from their last date of employment to re-gain employment as a law enforcement or tribal law enforcement officer. After three years of unemployment, law enforcement and tribal law enforcement officers must repeat the entire preparatory law enforcement officer training program to re-gain eligibility for certification as a law enforcement or tribal law enforcement officer.

A law enforcement or tribal law enforcement officer who holds law enforcement or tribal law enforcement employment for less than one consecutive year prior to termination of employment, has three years from the date they successfully completed preparatory law enforcement officer training, or three years from the date they last held law enforcement employment for at least one consecutive year, to re-gain employment as a law enforcement or tribal law enforcement officer. Failure to gain or re-gain employment within the time frames specified will require re-completion of the entire preparatory law enforcement officer training program to re-gain eligibility for certification as a law enforcement or tribal law enforcement officer.

The above policy is included in the LESB's Policy and Procedures Manual along with a similar policy for jail and juvenile detention officers. The manual is accessible at www.wilenet.org. To review the Policy and Procedures Manual on the unsecure section of the website, click on the following link: <https://wilenet.org/html/career/index.html>, and look for "LESB Policy and Procedures Manual."

The LESB has the authority to grant waivers of standards based on mitigating circumstances. The Training and Standards Bureau reviews all waiver requests and makes a recommendation to the LESB. Individuals seeking a waiver are provided the opportunity to submit their request in writing as well as appear in person before the LESB.

For more information or questions about this policy, please contact Jerry Mullen at mullenge@doj.state.wi.us or (608) 266-7380.

CRIME INFORMATION BUREAU

Update on the Carry Concealed Weapon and Handgun Hotline Programs

The Wisconsin Department of Justice is responsible for the administration of Wisconsin's Carry Concealed Weapon (CCW) program and the Handgun Hotline Program. The CCW program authorizes residents of the State of Wisconsin to carry a concealed handgun and the Handgun Hotline enables federally licensed firearms dealers in Wisconsin to contact DOJ to request a firearms eligibility background check for a person seeking to purchase a handgun in Wisconsin.

For a person to obtain either a Wisconsin CCW license or purchase a handgun, a firearms eligibility background check must first be completed to determine if that person is eligible to possess a firearm under both state and federal law. Analysts in the Firearms Unit process the background checks, conduct the research, and apply the state and federal firearms eligibility laws.

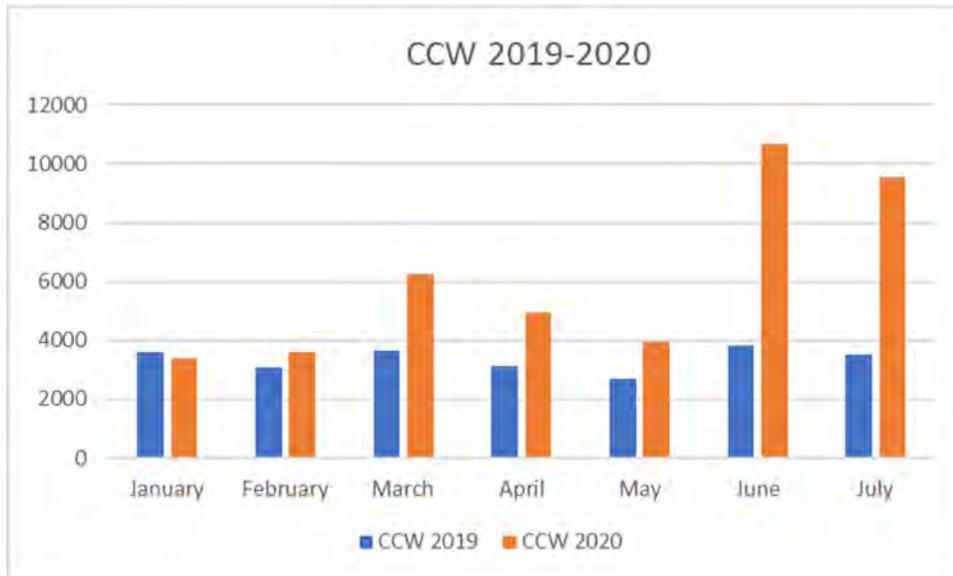
Wisconsin's firearms eligibility laws can be found in Wis. Stat. 941.29. Under Wisconsin law a person is prohibited from possessing a firearm if: they have been convicted as an adult of a felony offense; adjudicated as a juvenile for a felony offense; have been found not-guilty of a felony offense by reason of mental disease or defect; have been committed for treatment under Chapter 51; have been appointed a guardian under Chapter 54; have been subjected to a protective placement under Chapter 55; or is subject to a domestic abuse or harassment injunction with a firearms restriction.

The federal firearms eligibility laws can be found in 18 USC 922(g)(1-9). A few of the federal eligibility laws are similar to the Wisconsin laws and include: a conviction for a felony offense; are a fugitive from justice; are an illegal user of a controlled substance; have been mentally adjudicated by a court or other legal authority; is in the United States illegally; have been dishonorably discharged from the military; have renounced their US citizenship; is subject to an injunction; or have been convicted of a misdemeanor crime of domestic violence.

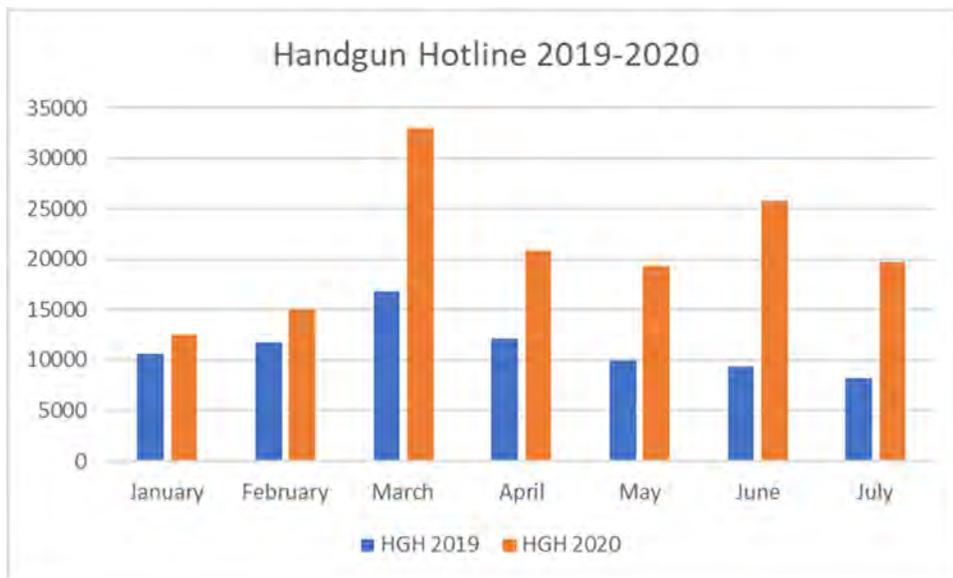
In 2019, the Firearms Unit processed 32,713 applications for a new CCW license and 139,119 handgun background checks. The year 2020 has been anything but normal for everyone. The impact has been felt in the Firearms Unit too as the unit has experienced unprecedented volume. Through August 1st in the CCW program, the Firearms Unit has already received 38,280 applications for new CCW licenses. Since January 1, 2020, the Handgun Hotline Unit has already received 147,109 handgun background checks as of

Update on the Carry Concealed Weapon and Handgun Hotline Programs Cont'd

August , 2020. Below see a comparison of 2019 and 2020 numbers for the two programs.



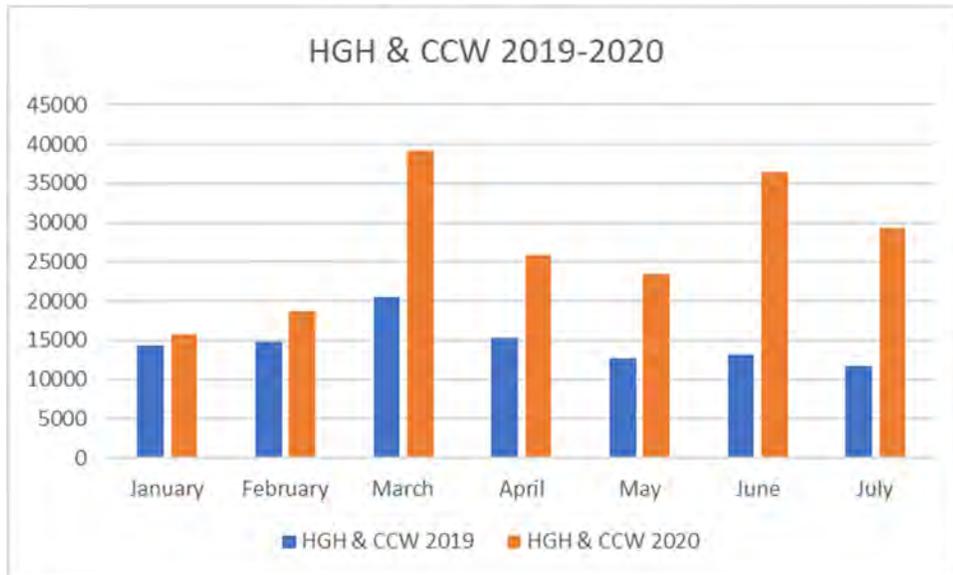
The CCW program saw a modest spike in applications at the beginning of the Covid-19 pandemic. Because Wisconsin was under a stay-at-home order, the ability of trainers to conduct, and students to take a firearms training course was limited, and therefore the number of applications for a new license was impacted. However, beginning in June the Firearms Unit has experienced an incredible spike in applications as residents are able to complete the required training.



The Handgun Hotline saw its largest spike in volume in March as the pandemic began. The Firearms Unit processed over 33,000 handgun background checks during the month.

Carry Concealed Weapon and Handgun Hotline Programs, Cont'd

Further, the unit has seen an average of over 21,000 handgun background checks per month for the was 21,000.



As shown in the last chart, the volume of total background checks processed by the Firearms Unit in 2020 is more than double the volume of 2019 during the period of March through July. During this five-month period, the Firearms Unit processed 56,582 handgun background checks in 2019 and 118,794 in 2020. For the CCW program, the unit processed 13,438 applications for a new CCW license in 2019, and 31,007 applications for a new license in 2020. Under this incredible workload, the analysts of the Firearms Unit have processed this volume while maintaining compliance with the statutory limits of five business days for a handgun background check and 21 days for a CCW application.

The high volume for the Firearms Unit is set to continue. In recent weeks, the unit as seen volume hold steady with a weekly average of over 1,800 applications for a new CCW license and over 4,300 handgun background checks. The year of 2020 has presented incredible challenges, the Firearms Unit will continue to meet those challenges and remains a resource for law enforcement as it relates to an individual's ability to possess a firearm under Wisconsin and federal law.

- Written by Andrew Nowlan, Firearms Program Supervisor

Bureau of Justice Information and Analysis

Use-of-Force and Arrest-Related Death Data Collection Update

As of March 30th 2020, the Use-of-Force & Arrest-Related Death (UFAD) data collection form went live on TraCS software.

What does this mean for agencies?

- Agencies are now able to report UFAD reportable incidents via TraCS
- BJIAs goal is to have all Wisconsin agencies reporting all reportable incidents by 2021
 - ⇒ It is recommended that agencies on-board as soon as possible, so that they have enough time to work out any technical difficulties prior to reporting becoming mandatory.
- BJIAs has a wide variety of training materials and resources available to agencies via WILENET. These include:
 - ⇒ UFAD Reporting Manuals
 - ⇒ A webinar series on how to report
 - ⇒ Reportable or not decision tree

What are “reportable” incidents?

The UFAD TraCS form will collect data on officer-involved Use-of-Force incidents that meet **one or more of the following criteria:**

- Officer Use-of-Force that results in the death of a person
- Officer Use-of-Force that results in the serious injury (great bodily harm) of a person
- Use-of-Force that results in an officer discharging their firearm at or in the direction of a person

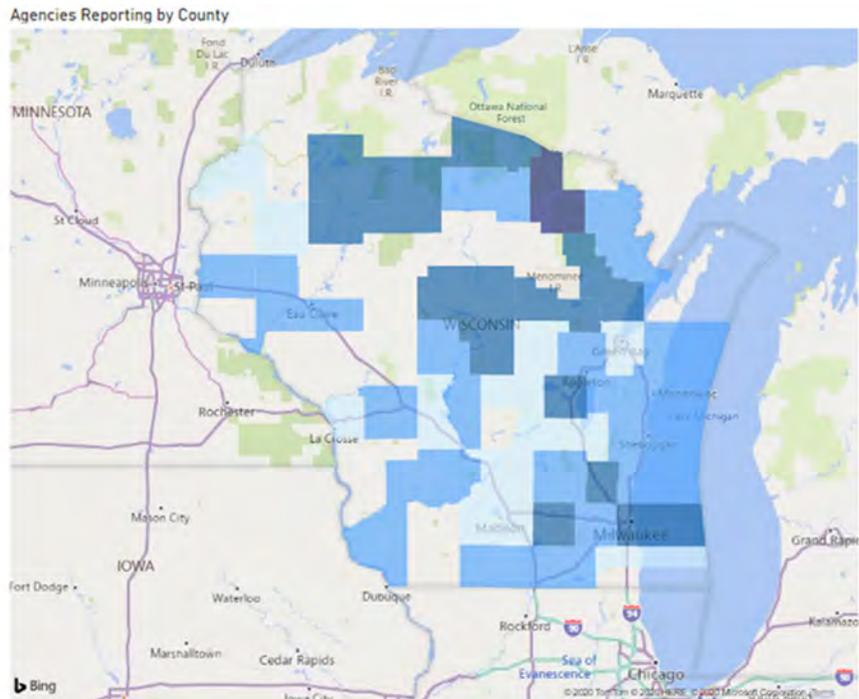
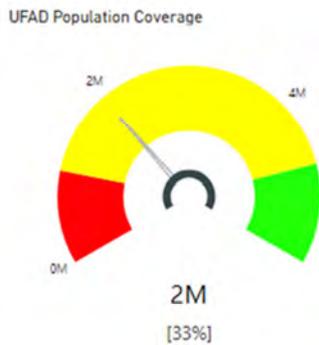
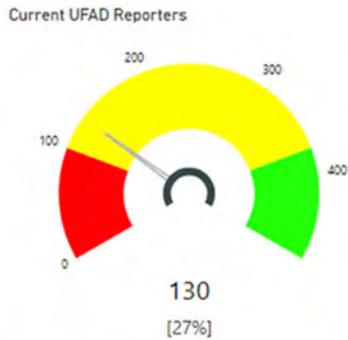
Why is the BJIAs beginning this data collection?

The BJIAs is following the national guidance set by the FBI. The FBI’s National Use-of-Force Data Collection was developed at the request of local, state, tribal, and federal law enforcement agencies to establish a national standardized system that collects use-of-force data. The FBI is working with states to collect use-of-force incidents from law enforcement agencies through a uniform system and to develop a mechanism to make data available nationally. In Wisconsin, this data collection effort is led through the TraCS program. The Wisconsin DOJ, with guidance from the FBI, will coordinate this new data collection program to provide reliable, accurate, and timely information, along with the demand for greater transparency in the United States regarding use of force, for analysis and informed conversations.

Bureau of Justice Information and Analysis

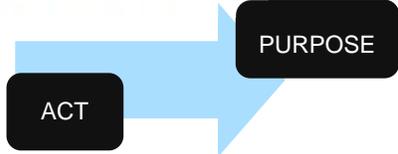
What agencies are already reporting?

- 130 agencies have already begun voluntary reporting via the form
- 4 agencies have submitted non-zero reports (live incidents)
- 33% of Wisconsin's population is currently covered



If you have any questions, please contact the BJIA at (608) 266-0605
or statsanalysis@doj.state.wi.us

Division of Criminal Investigations



Trafficking of a Child

Trafficking of a Child is a Class C felony that involves any of the following **ACTS**: Whoever knowingly *recruits, entices, provides, obtains, harbors, transports, patronizes, or solicits* any child or *attempts* to do the same...

...For the **PURPOSE** of a commercial sex act. See §948.051.

Commercial sex act: sexual contact, sexual intercourse, sexually explicit performance and any other conduct done for the purpose of sexual humiliation, degradation, arousal or gratification **for which anything of value** is given to, promised, or received, directly or indirectly, by any person. See §940.302(1)(a).

To report suspected sex trafficking of a child or sexual exploitation of a child, please contact the appropriate County or Tribe.

County	Office Hours #	After Hours #	County	Office Hours #	After Hours #	County	Office Hours #	After Hours #
Adams	608-339-4505	608-339-3304	Kenosha	262-605-6582	262-657-7188	Sheboygan	920-459-3207	920-459-3111
Ashland	715-628-7004	715-682-7023	Kewaunee	920-388-7030	920-388-3108	St. Croix Co.	715-246-8285	715-246-8285
Barron	715-537-5691	715-537-3106	La Crosse	608-784-4357	608-784-4357	Taylor	715-748-3332	715-748-2200
Bayfield	715-373-6144	715-373-6120	Lafayette	608-776-4902	608-776-4848	Trempealeau	715-538-2311, ext. 290	715-538-4351
Brown	920-448-6035	920-448-3200	Langlade	715-627-6500	715-627-6411	Vernon	608-637-5210	608-637-2123
Buffalo	608-685-4412	608-685-4433	Lincoln	715-536-6200	715-536-6272	Vilas	715-479-3668	715-479-4441
Burnett	715-349-7600	715-349-2128	Manitowoc	920-683-4230	888-552-6642	Walworth	262-741-3200	262-741-3200
Calumet	920-849-9317	920-849-9317/ 920-832-4646	Marathon	715-261-7500	715-261-1200	Washburn	715-468-4747	715-468-4720
Chippewa	715-726-7788	715-726-7788	Marinette	715-732-7700	715-732-7600	Washington	262-335-4888	262-365-6565
Clark	715-743-5233	715-743-3157	Marquette	608-297-3124	608-297-2115	Waukesha	262-548-7212	262-547-3388
Columbia	608-742-9227	608-742-9227	Menominee Co.	715-799-3861	715-799-3881	Waupaca	715-258-6300	715-258-4466
Crawford	608-326-0248	608-326-0241	Milwaukee	414-220-7233	414-220-7233	Waushara	920-787-6550	920-787-3321
Dane	608-261-5437	608-255-6067	Monroe	608-269-8600	911	Winnebago	920-236-4600	920-233-7707
Dodge	920-386-3750	920-386-6713	Oconto	920-834-7000	920-834-6900	Wood	715-421-8600	715-421-8600
Door	920-746-7155	920-746-2400	Oneida Co.	715-362-5695	715-361-5100			
Douglas	715-395-1304	715-395-1375	Outagamie	920-832-5161	920-832-4646	Tribe	Contact #	
Dunn	715-232-1116	715-232-1348	Ozaukee	262-238-8200	262-238-8436	Bad River	715-682-7127	
Eau Claire	715-839-2300		Pepin	715-672-8941	715-672-5944	Forest County	715-478-4812	
Florence	715-528-3296	715-528-3346	Pierce	715-273-6766	715-273-5051	Potawatomi		
Fond du Lac	920-929-3400	920-906-5555	Polk	715-485-8400	715-485-8300	Ho-Chunk	715-284-2622	
Forest	715-478-3351	715-478-3331	Portage	715-345-5350	715-345-5350	Lac Courte	715-558-7435	
Grant	608-723-2136	608-723-2157	Price	715-339-2158	715-339-3011	Oreilles		
Green	608-328-9393	608-328-9393	Racine	262-638-6646	262-638-7720	Lac Du Flambeau	715-588-4275	
Green Lake	920-294-4070	920-294-4000	Richland	608-647-8821	608-647-2106	Menominee Tribe	715-799-5161	
Iowa	608-930-9801	608-935-3314	Rock	608-757-5401	608-757-2244	Oneida Nation	920-490-3701	
Iron	715-561-3636	715-561-3800	Rusk	715-532-2299	715-532-2200	Red Cliff	715-779-3785	
Jackson	715-284-4301	715-284-5357	Sauk	608-355-4200	800-533-5692	Sokaogon	715-478-6437	
Jefferson	920-674-3105	920-674-3105	Sawyer	715-634-4806	715-634-4858	St. Croix Tribe	715-349-2671	
Juneau	608-847-2400	608-847-6161	Shawano	715-526-4700	715-526-3111	Stockbridge-Munsee	715-793-4580	



New AMBER Alert Procedure

Effective January 1, 2020

The Wisconsin Department of Justice – Division of Criminal Investigation (DCI) would like to make Wisconsin law enforcement agencies aware of changes to the AMBER Alert Process. These changes to the program are effective January 1, 2020. More information and resources are available on the secure side of WILENET, under the DOJ tab.

To request an AMBER Alert activation:

1. Law enforcement must call the Wisconsin State Patrol (telephone number available on WILENET under the DOJ Tab).
2. Provide your contact information. A DCI supervisor will call you back.
3. Review the facts of the case and the status of the investigation with the DCI supervisor. DCI will determine which area(s) of the state an approved AMBER Alert will be broadcast. If you have determined that the child/suspect are physically located outside the state of Wisconsin, DCI is your best point of contact to activate an AMBER Alert in another state.
4. If approved for an AMBER Alert, the DCI supervisor will provide you with the information to access the online form.
5. Access the online form, fill out the information for the AMBER Alert, attach your photos, and submit.
6. Maintain frequent contact with the DCI supervisor as your response and investigation progresses.

In conjunction with our transition to State Patrol as the first point of contact and partner in issuing AMBER Alerts, we are upgrading the technology we use to issue Emergency Alert System (EAS) broadcasts. Beginning January 1, 2020, we will use FEMA's Integrated Public Alert and Warning System (IPAWS) to issue the EAS messages that are broadcast on television and radio. This does not impact you as a requesting local agency. The National Center for Missing and Exploited Children will continue to issue the Wireless Emergency Alert (WEA) direct to cell phones in the broadcast area on our behalf. Our partners in issuing AMBER Alerts in Wisconsin include Wisconsin State Patrol, Wisconsin Educational Communications Board, Wisconsin Broadcasters Association, Wisconsin Public Radio, and Wisconsin Lottery.

In addition, we are using a new public website URL: amberalert.widoj.gov. The new URL will go live January 2, 2020. The public website displays information about active AMBER Alerts as well as general information about Wisconsin's AMBER Alert program.

Wisconsin AMBER Alert Criteria:

1. The child must be 17 years of age or younger.
2. The child must be in immediate danger of death or serious bodily harm.
3. There must be enough descriptive information about the child(ren), suspect(s), or vehicle(s) to believe a broadcast will assist in the recovery.



WISCONSIN CRIME ALERT NETWORK

WISCONSIN DEPARTMENT OF JUSTICE



Green Alerts

A law enforcement agency will directly issue the Green Alert through the Wisconsin Crime Alert Network using a "Green Alert – Missing Veteran at Risk" form. Agencies themselves make the determination when to issue a "Green Alert" through WCAN. **The Wisconsin Department of Justice does not have a role in approving Green Alerts or sending out Green Alerts.**

Wisconsin has enacted legislation (2017 Wisconsin Act 175), relating to **"alerts for missing veterans who have a service-related health condition."** This legislation has been commonly referred to as **"Green Alert."** According to the act, <http://docs.legis.wisconsin.gov/2017/related/lcactmemo/act175.pdf>, **"veteran at risk"** is a veteran or an active-duty member of the armed forces, the national guard, or the military reserve forces of the United States who is known, based on the information provided by the person making the report, to have a **physical or mental health condition that is related to his or her service.**

Should your agency receive a report of a missing veteran at risk that is provided within 72 hours of the individual's disappearance, according to Wisconsin Act 175, your agency must issue a Green Alert using the Wisconsin Crime Alert Network (WCAN) as soon as practically possible if your agency determines that the following applies:

1. There is reason to believe that the veteran at risk is **missing due to his or her physical or mental health condition.**
2. There is **sufficient information** available to disseminate that could assist in locating the missing veteran.

Green Alerts are always disseminated to the general public and the alerts are for a missing veteran who has a service-related health condition. Therefore, **agencies sending out Green alerts should evaluate all of the information to be contained in the alert to determine if such health-related information is appropriate for public dissemination.**

How to have an account to send out WCAN Alerts/Green Alerts

There is a 45-minute online training for law enforcement to have an account to send out WCAN Alerts, including Green Alerts. The following is the registration link for that training: <http://www.wisconsincrimealert.gov/training.html>





WISCONSIN URGENT INCIDENT ALERTS



Know when and how to utilize these resources

IMMINENT THREAT TO LAW ENFORCEMENT



Investigating agency or TIME Control Center (TSCC) issues TIME System message using broadcast group ITLE

FATAL HIT & RUN



Investigating agency issues WCAN Alert using "Standard Alert" form

✓ For Fatal Hit & Run and Green Alerts: if the WCAN was sent statewide, contact TSCC to broadcast a statewide message

MISSING VETERAN Green Alert



Investigating agency issues WCAN Alert using "Green Alert" form

MISSING ELDER Silver Alert



Investigating agency contacts Wisconsin State Patrol (see WILEnet) to begin DCI approval process

DCI approves & issues Silver Alerts

MISSING CHILD AMBER Alert



Investigating agency contacts Wisconsin State Patrol (see WILEnet) to begin DCI approval process

DCI approves & issues AMBER Alerts

CRITERIA

Death or serious injury of a law enforcement officer in the line of duty
-or-
Threat of death or serious injury to law enforcement officer
-or-
Law enforcement officer missing in connection with official duties

CRITERIA

Person has been killed
-and-
Law enforcement agency has information that could help identify the driver or vehicle involved
-and-
Alert could help avert further harm

CRITERIA

Veteran is missing believed due to his or her physical or mental health condition related to their service
-and-
Sufficient information to disseminate that could assist in locating the missing veteran

CRITERIA

60 years of age or older
-and-
Believed to have Alzheimer's, dementia, or another permanent cognitive impairment
-and-
Disappearance due to the impaired cognitive condition
-and-
Request made within 72 hours of disappearance
-and-
Entered into NCIC

CRITERIA

17 years of age or younger
-and-
Danger of serious bodily harm or death
-and-
Sufficient descriptive information



Wisconsin ICAC

~ Internet Crimes Against Children ~

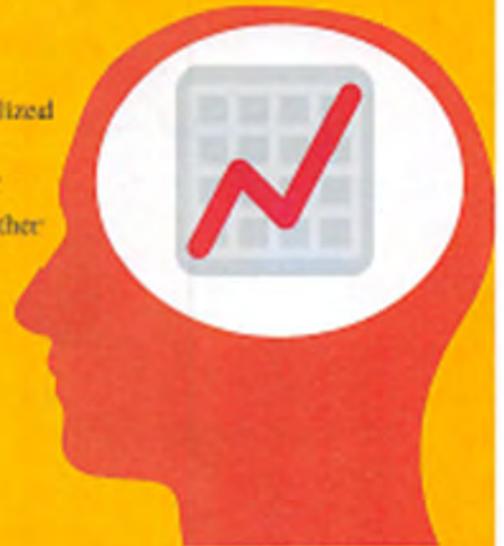


TASK FORCE



Gain Access to:

- Free technology facilitated crimes against children training
- National database for deconfliction, specialized ICAC tools, and more!
- Ability to connect with over 280 WI ICAC affiliate agencies and investigators & the other 62 ICAC Task Forces across the U.S



Direct your Community:

- WI ICAC Task Force shares monthly newsletters on tech trends & useful tips!
- Look to the PKO podcast where content is researched and discussed per community requests!



The Biggest Influence on a Child's Online Behavior is Discussions held with the family.

Studies have shown only 59% of parents engage in frequent conversations regarding online social behavior.

To ask your local Families/School Administrators:

What apps are you seeing youth in the community use? Know what to listen for in passing times? What trends have you been noticing within local school halls?

For questions, or if you would like to join, please email us at:
icac@doj.state.wi.us



Additional Resources:



<https://www.missingkids.org/NetSmartz>



<https://dpi.wi.gov/internet-safety/new-interactive-safety-resource-available>



<https://www.doj.state.wi.us/dci/icac/icac-task-force-home>



<https://dpi.wi.gov/>



<https://us11.campaign-archive.com/home/?u=7a0f17e07003d2e1106f9e43e&id=7e43d0854c>



<https://thesmarttalk.org>



<https://www.commonsensemedia.org/>



<https://www.esrb.org/>



<https://www.doj.state.wi.us/dci/icac/protect-kids-online-pko-podcast>

This project was supported by Award #2018-MC-FX-K051 awarded by the US Department of Justice, Office of Justice Programs, Office of Juvenile Justice and Delinquency Prevention

Wisconsin Department of Justice End Abuse in Later Life Program



Elder abuse has been a growing problem in Wisconsin with reports from Wisconsin counties showing a 160% increase in reported incidents from 2001 to 2017. The growth of the older adult population is also growing, with the 65+ population going from an estimated 700,000 to 1.5 million by 2035. These factors and others have created challenges for professionals across the state on how to address this emerging problem.

The Wisconsin Department of Justice (DOJ) has been working hard to provide resources to local law enforcement and other community partners. In 2018, DOJ received a \$1.25 million grant from the U.S. DOJ for the Enhanced Training and Services to End Abuse in Later Life Program. The funding has helped create four unique pilot programs for Outagamie County, Door County, City of Milwaukee, and Oneida Nation. In addition, there is a state component to the program that will help to map a plan for the program's expansion beyond the pilot sites in future years.

The core purpose areas for the program will include:

- Direct training for criminal justice professionals including law enforcement, prosecutors, and judges
- Cross training for victim service providers and professionals
- Development or enhancement of a coordinated community response to elder abuse
- Investment in new or enhanced victim services for victims of abuse in later life
- Community outreach to identify and assist victims of abuse

The new program will be aimed at increasing offender accountability, strengthening investigations and prosecutions of abuse, reducing barriers to victim safety, and creating sustainable change in how Wisconsin communities address abuse in later life.

For more information about the grant program contact:

Mike Austin

Phone: (608) 267-2224

Email: austinmp@doj.state.wi.us.

Guest Article: DEALING WITH SOCIAL CHANGE AND TURMOIL

Written by Chief Deputy Scott Mittelstadt, Dodge County Sheriff's Office

The following article was submitted to Wisconsin Department of Justice Division of Law Enforcement Services for consideration in the Law Enforcement Bulletin. Dodge County Sheriff's Office Chief Deputy Scott Mittelstadt has 26 years of service in law enforcement in Wisconsin. Chief Deputy Mittelstadt has a Masters Degree in Public Administration from the UW-Oshkosh (2013). He is a graduate of the Administrative Officer's Course at the Southern Police Institute, Univ. of Louisville, KY (2012) and also a graduate of the Executive Development Institute through Fox Valley Technical College (2008). Chief Deputy Mittelstadt is an IACP certified instructor in the state of Wisconsin for Leadership in Police Organizations and has been teaching the course for over seven years. Additional resources to learn more about implicit bias and systemic racism can be found here: [Kirwan Institute](#); [IACP](#); [Project Implicit](#); and [DLES Cultural Competency Training](#).

We are truly living in extraordinary times. Who would have thought one year ago that today we would be facing a global pandemic as well as incredible social unrest here in the United States. Could anyone have guessed that we would hear major cities talking about and actually taking steps to defund their police departments, even as rioting, violence and skyrocketing crime rates were causing significant harm and destruction in those very cities.

We are facing much uncertainty in our personal and professional lives. There are a wide range of opinions about who or what is to blame. There are also few if any coherent messages, at least not in the public realm, as to how we deal with the chaos going on around us. However, this may not be the greatest threat facing us. With the continued social unrest in many major cities, most of it revolving around perceptions of racial inequality in our society, especially with regards to police/minority relations, one word or action could bring much unwanted attention and scrutiny to an individual, organization or community, regardless of the intent of those words or actions.

These are treacherous waters we are sailing through, however, if handled appropriately, there are incredible opportunities for leadership by those with the courage to step out and lead. The actions (or inactions) we take in the coming weeks and months could develop a new generation of law enforcement and corrections professionals who have the knowledge, skills and abilities to face any challenge, or ensure more chaos and strife for decades to come. I truly believe there are men and women in the ranks of the Dodge County Sheriff's Office, and our profession around the state and country who have the ability to lead our profession and communities out of these dire times.

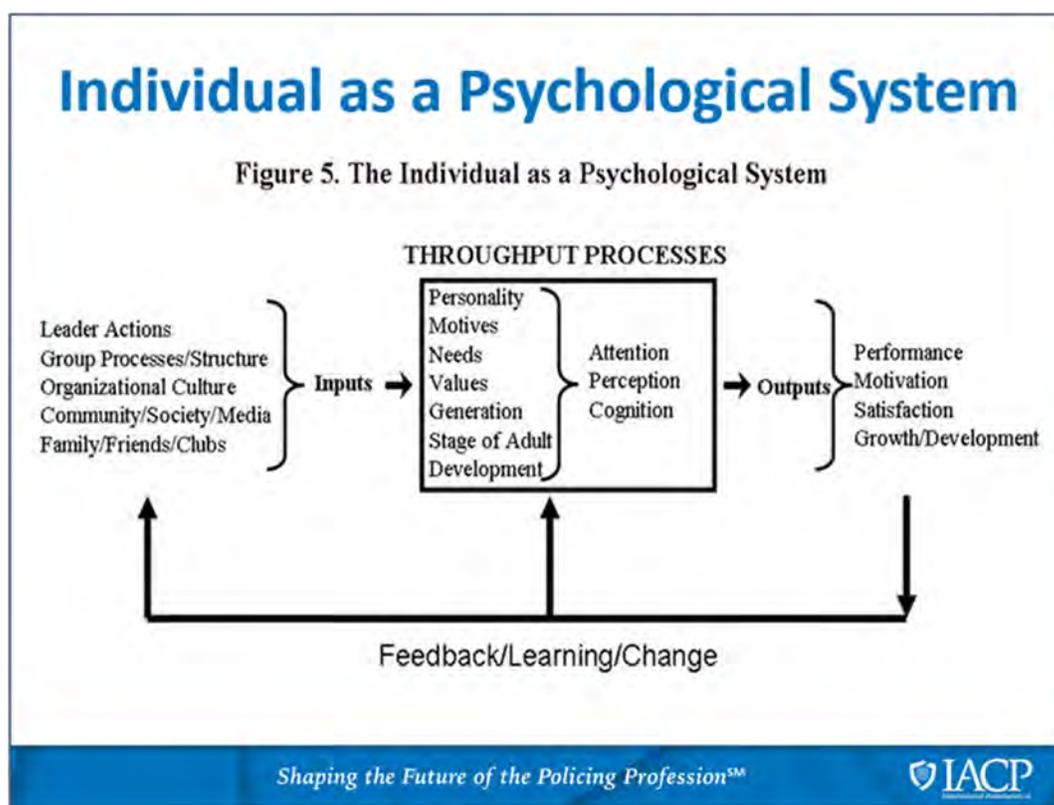
In order to be prepared to deal with the outward expressions of this social unrest, we must understand why it is happening. We have to look beyond the politics on both sides of this issue and truly look at what is driving this behavior. While it is clear that people on all sides of these issues are seeking political gain from what is happening, if we simply assume it is all politically driven and fail to understand the root cause of this movement, we are certain to have more conflict. Moreover, we are destined to have these same conflicts continue to reoccur in years to come, and likely with even greater violence.

We must prepare ourselves to challenge our own assumptions so we can respectfully challenge others assumptions that may be different from our own. We do this using two things, our values and human behavioral science.

DEALING WITH SOCIAL CHANGE AND TURMOIL, CONT'D

The cornerstone teaching to understanding human behavioral science, and especially leadership, is the individual as a psychological system, or individual differences. It is also the best way to help yourself and others understand how we can have groups of people with such vastly opposing viewpoints, without having to demonize those who differ from us. Unfortunately, that is exactly what the media and politicians are doing.

In short, each individual is unique. We are born with certain personality traits that are ingrained in us, but other traits or behaviors are learned. By the time we are adolescents, we have already learned many of the values that will guide us as we go through life. However, we continue to change as we go through life, depending on the experiences we have and the inputs we encounter on a daily basis. These traits and experiences make up the filters through which we see life. (In the diagram below, on the left-hand side of the throughput process there is a list of examples. This is not an all-inclusive list.)



Though the above diagram was designed to represent the individual in a workplace environment, it applies to all areas of life and fits especially well when examining what is happening in our society today. Note that on the left-hand side where the various inputs are listed, “leader actions” is larger and in bold. That is because research has shown that an individual’s direct supervisor is the most influential person in employees’ daily lives. This can be either in a positive or negative way. In fact, research indicates that 69% of our inputs come from our direct supervisor.

Looking at the other “inputs” that are shown on this diagram, we see community, society, media, friends and family. These are also especially important to understanding why we have such varying viewpoints right now in society. Some of those inputs might be out of our control, however, most of us have some or even complete control over other inputs. We make choices each day on what we surround ourselves with and where we are going to seek information from (i.e., news sources, social

DEALING WITH SOCIAL CHANGE AND TURMOIL, CONT'D

media, the people we choose to spend time with, etc.). Those choices, in turn, impact our opinions, our level of happiness, our beliefs and even our physical and emotional health. They also continue to impact our filters and thereby impact our future selves.

Using the diagram above as an illustration, the inputs we experience throughout each day (of which there are many) go through the filters I discussed in the throughput process (which are also impacted and constantly changing because of prior inputs) and are impacted by our level of human awareness (the right-hand side of the throughput process which I will discuss later) and results in our outputs.

Our outputs, shown in the diagram above, are from a work perspective. Away from work it would include things such as what we put our energy towards, our emotional state, and our growth and development in areas such as hobbies and relationships.

Looking at the right-hand side of the throughput process, the three levels of human awareness, they are described like this. Attention is simply that, something that grabs our attention. It is void of any analysis or judgement. For example, if you hear a loud bang, it is simply that knowledge that there was a loud bang that constitutes attention. Once we begin to attribute analysis or judgement to that noise, such as, it sounded like a book being dropped on the floor or a door slamming, then we have slipped into perception.

Perception is the subconscious analysis of stimuli to put meaning to them. This occurs with all stimuli we receive from all of our senses on a daily basis. So you can see that we are constantly doing this hundreds or even thousands of times a day.

Cognition is the deepest level of human awareness. It includes our belief system, our values or what we truly "know." When you perceive something multiple times, it reinforces prior perceptions and eventually creates our beliefs.

This system of human awareness is what makes it possible for us to function in human life, especially in the fast-paced society of today. Perceptions happen at lightning speed without our awareness and help us to move smoothly through life, quickly making decisions on how to behave, what to think or say, how to perform tasks, without having to do slow tedious analysis for every decision.

Unfortunately, the whole perception process is not a perfect system. While a certain set of stimuli may frequently mean the same thing, there may also be other explanations for those stimuli. When that occurs, if we do not recognize it, we may reach a false conclusion about the reasons or causes of particular stimuli. Herein lies the crux of what is occurring around our country as we see the social unrest erupt in our cities.

People on both sides of the issues are attributing ill intent to those on the other side of the issue when it is really just that people on both sides have different filters that they are seeing everything through. And many on both sides are unable or unwilling to try to remove the emotion from the situation and try to see things from a different perspective.

I grew up in a rural environment in the 1970's and 80's. I can't possibly know what it is like to be a person of color who grew up during the same time, much less in the 1990's and 2000's in an urban environment. We had vastly different experiences and inputs in the past which formed many of our current filters through which we see life. Even today, we are surrounded by significantly differing inputs on a daily basis due to the different environments we live in.

This fact alone should be enough to cause any person of conscience to pause and realize that there is

DEALING WITH SOCIAL CHANGE AND TURMOIL, CONT'D

more than one possible reality at work here. As confident as we may be that we in law enforcement are not a bunch of racist thugs looking to do harm on certain groups of our society, those that live in many of the minority neighborhoods in our country perceive a completely different reality due to the vastly different inputs and filters that they are experiencing life through.

We cannot deny the historical injustices that happened to blacks going back to the time of slavery. And just as you and I learned many “truths” from our parents, who learned them from their parents, and so on, real and perceived inequities are a significant part of black history in America.

I recall the story shared with me and others of the LPO cadre by our mentor instructor. In the late 1970's he went to Alabama as part of a recruiting trip to play college football. He was from Arizona, not an area one would consider part of the deep south. While walking down the street in Alabama with the coach and several other people, he couldn't help but notice that every time a black person would walk past, they were looking down into the gutter along the street. Some would even step down off the sidewalk and into the street. Finally, perplexed he asked the coach what all those people were looking at. The coach responded in a strong southern drawl, “Son, this here is the south.” Even though much had been done by that time nationally to try to make all people equal, the reality of the culture in many areas was very resistant and overt racism (explicit bias) still existed.

While most in law enforcement today would say they are not racist and we are not responsible for the harms of the past done to the black community, we cannot ignore the fact that those harms are influencing members of that community just as our history is influencing each of us. This is where we need to go back to the diagram above and dig a little deeper into the cognitive process. Specifically, we need to look further at perception, which is our mind making sub-conscious inferences and judgements about what we are taking in, especially about peoples behaviors. This is also known as making attributions.

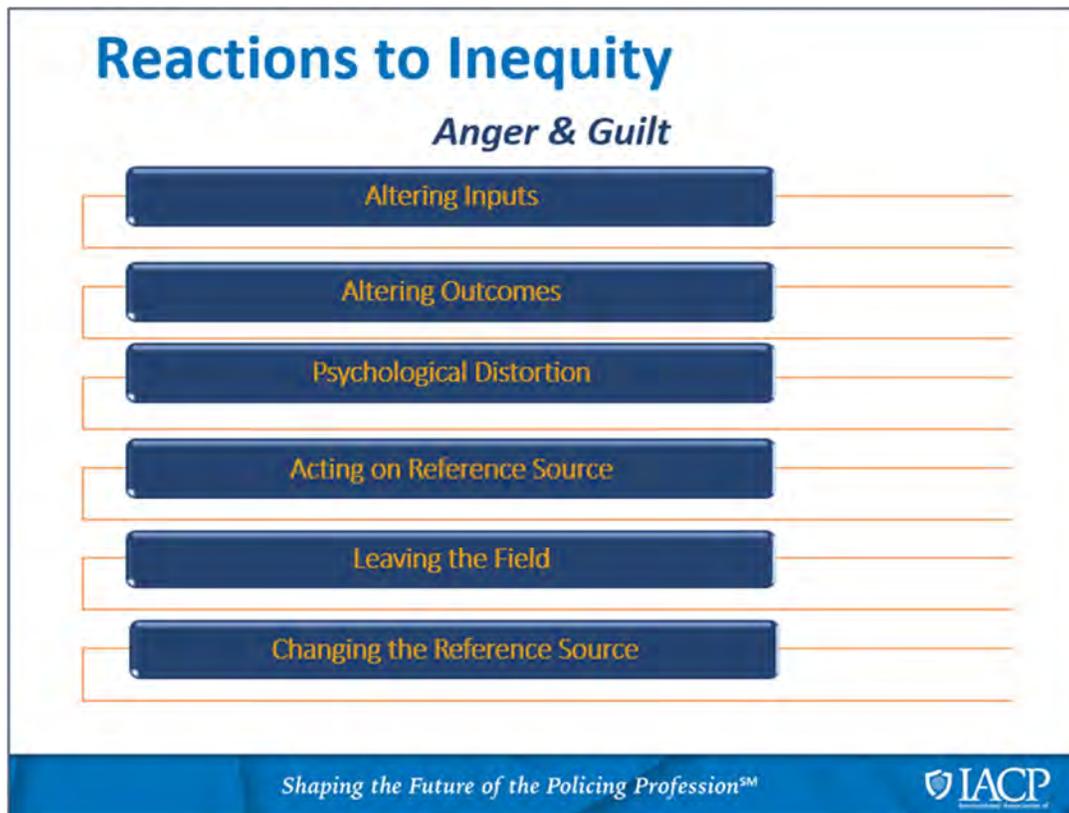
One form of attributions are biases. Over the past decade or more there has been considerable research into the area of bias. There are two forms of biases that this research has focused on. Explicit bias, which are biases that we know we have and do not hide. Overt racism would be one example but it could be a bias for or against just about anything. For example, I am biased toward desserts that are made of chocolate. I love chocolate and I know it, I don't hide it.

The other type of bias, the one that is most important to us when trying to understand much of what is going on in society, is implicit bias. Implicit biases are those biases that operate at the subconscious level. In other words, they influence our thoughts and actions without us even knowing it. This research has shown that even well-intentioned people can have implicit biases that are incompatible with their values.

Research has found that implicit biases exist regarding income, age, sex, race or ethnicity, English language speaking skills, religion and much more. In fact, right now many in society are exhibiting implicit biases for or against law enforcement based on their history of experiences. How does that make you feel? It is unfair, right? It makes us feel angry, frustrated, even targeted. Knowing what we talked about above regarding the historical inequities that occurred for the black community, does that help you see things from a different perspective regarding how the black community might feel?

We know from our study of human behavioral science that one of the largest hurdles in motivated performance is unresolved perceptions of inequity. Below are the six primary reactions of people suffering from perceptions of inequity as they strive to restore their perception of equity.

DEALING WITH SOCIAL CHANGE AND TURMOIL, CONT'D



While we could probably find examples of all six of these occurring in society today, probably the two most prevalent currently are: 1) altering outcomes (ex. - pushing to defund the police and shift money toward social welfare type projects, police reform, etc.) and 2) acting on the reference source (ex. – verbally and physically attacking police and law enforcement symbols, tearing down statues, etc.).

Which of these six do we see occurring in our profession right now due to our perceptions of inequity? Many are altering their inputs by slowing down their efforts at work. Others may be using psychological distortion to place all the blame on history or politics as the cause of all the problems. Still others are threatening or considering leaving the field all together.

With both sides of this situation feeling they are being unfairly targeted how can we possibly hope to resolve these issues and take meaningful steps forward? One thing is for certain, you cannot resolve an inequity for one group by creating one for another group. That would not resolve the root cause of what is happening, all that would be accomplished is creating more perceptions of inequity on both sides and ensuring more conflict.

Another ingredient to this volatile mix and which you won't likely hear discussed in any news stories about current events is the fact that law enforcement, due to its nature, is unfairly being blamed for the imperfections of society as a whole. The nature of our profession is to respond to crime and disorder in our communities and the public of all races and ethnicities expects us to be effective at resolving or preventing crime. We are the arm of society meant to maintain order, bring wrong doers to justice and thus we become the focus of that perceived inequity for all society, even though we are carrying out the mandate given to us by society.

Many in the public have for a long time looked to law enforcement to solve all of society's ills, even those that were not clearly in our area of expertise. We have done our best to carry that burden, however, that

DEALING WITH SOCIAL CHANGE AND TURMOIL, CONT'D

has helped create the current situation where society now also unfairly blames law enforcement for many of society's ills, even though we did not create them.

Furthermore, our efforts over past decades that were often designed at being more effective at our jobs have unfortunately also often resulted in unintended consequences, such as more law enforcement attention in many minority neighborhoods. In most urban areas the parts of the city that have the lowest mean incomes, tend to be the minority communities. They also tend to be the areas with the highest rates of crime and disorder which requires more police attention. As such, our well-intentioned efforts to put more law enforcement in these communities to try to "make them safer" have also resulted in more negative interactions with those minorities, thus further adding to the perceptions of racism and inequity.

We can go back to the advent of the squad car and police radio which took police away from walking the beat and gave them the ability to cover large areas with fewer officers. Unfortunately, another unintended consequence was that we lost the daily interpersonal interactions with the public we served. This fed into the deterioration of those relationships and helped fuel the implicit biases.

As technology advanced, such as 911 call centers, this allowed for more rapid responses to emergencies and calls for service and a drive for shorter response times. Thus, we spent less and less time out of our vehicles talking to all the people in the neighborhood and only interacting when something was going wrong and someone needed to be arrested. Due to the drive to always try to lower response times, line staff felt pushed to resolve complaints quickly so they could be available to respond to the next call. This was a clear directive from administration in most agencies as this became the measuring post for success.

In areas with high call volumes, it is not uncommon for line staff to start their shift with numerous calls pending. This ever present "next call waiting" pressure is another subconscious force driving officers to handle calls quickly to move on to the next. It can also add to the feeling among staff that it is a "lost cause" in some neighborhoods and make them more jaded against the communities they serve.

With all these pressures to clear calls quickly, unfortunately quality has to suffer. There is little problem solving leading to dissatisfied citizens, adding to the perception by many that law enforcement doesn't care about their problems.

Now look at this one more time from the perspective of a member of the black community knowing what we do now about perceptions and how the implicit system works. Try to place yourself in the shoes of a young black teen who grew up with their parents and grandparents sharing their experiences of their history dealing with law enforcement during the race riots of the mid to late 20th century. Think of the filters this would have put in place in those teens, including distrust of law enforcement.

Now imagine your first encounter personally with law enforcement as one of those teens. What thoughts would have been running through your mind as the officer made contact with you? Now imagine if this occurred in one of the high crime areas we talked about by a member of the street crime or gang unit assigned to that area to aggressively seek out gangs and drugs and try to root them out of the community.

The officers, concerned about their safety and rightly so, would likely have used strong officer safety tactics, including a possible pat down for weapons and aggressive questioning. Many officers who work in this environment also know that if you simply ask a subject if they have weapons or drugs on them, they will likely deny it, even if they do. However, if instead you simply ask them "where" they are hiding the weapon or drugs, or otherwise infer that you know they have some, some will immediately turn it over if they have some, or will give an unintentional indicator that will help determine if they do.

Law Enforcement Employment Opportunities

Please visit the Department of Justice WILEnet webpage at <https://wilenet.org/secure/html/index.html>

You will find the most up to date Law Enforcement Employment Opportunities across the state located here.

Contact Us

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