

WEBVTT

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room for today's meeting Jennifer's no apologizing before you ask a question.

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Okay.

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And you made it on today was me know, I'm really excited because

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we have a long day I have a long day.

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So you guys will go from 1130 to one and then representative follicle beyond from one to 130.

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And then the other subcommittee will meet, are you doing that one to Jennifer Are you staying on for the second meeting. Okay, I am.

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So I'll be in it together. Yes.

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Hey, Janet,

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you're connecting still get it

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looks like you're on mute

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my screen just looks all different.

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Yeah, I was playing, I was doing puzzles with my son last night.

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And I heard you, which is great for one person, but not for a minute.

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There we go.

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The nice thing about using speaker view.

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When you're just zooming with one person is it. It's right in the center, so it almost looks like you're actually looking at them. When you're really still looking at yourself but it kind of looks like you're like yeah when we have big team meetings,

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you know like Bo will be down on my right hand corner so I'm always looking down or, you know, it's funny.

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You can't move them up.

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Okay, we do have

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listen me as a public member That's weird.

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Chris You're so still, I thought you were a screenshot of yourself.

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Successfully figured out how to do that. So that if I know, even when someone walks into my office, they don't think I'm a real person so they just don't

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avoid a lot of conversations and a lot of me.

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I just stay still. It's like a deer in the headlights rabbits, if I if I just stay like this, like I'm drinking something they think I'm doing something I've been

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spending funny.

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We do have coral.

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Let me just check in with her if there's any comment today.

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Jen, are you wanting to get started now do you want to wait till a week away, Gordon.

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I don't know if she I think she Gordon is participating today I haven't heard that he's not.

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Now we're missing to him and then Dan. Dan,

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just let me know when you want me to go to comment and then we'll.

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Well, we don't have a lot of time so oh there's cheap Gordon.

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And I still have this horrendous cough so I will probably be kind of on and off.

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Just so I'm not interfering.

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I was listening to a video of a lecture in an Academy, where the camera must have been set up in the back left corner of the room and the person sitting right next to it had the wettest most awful coughing and sneezing.

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Oh my god. Oh, that sounds terrible I feel like I'm getting sick to sitting here listening

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germs are going through the virtual.

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Yep.

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I don't know how they didn't flinch the instructor didn't flinch every time he sneezed.

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All right, I'm going to check in, really quick.

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Coral if you, I just unmuted you if you want to.

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Yeah, thanks Courtney.

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Then comments. Um, can you during that period of time can the commission during a period of time you're talking about the agenda for the town hall of talk about whether you're going to hold the members of the public to two minutes or what kind of time

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frame, you're going to use just I I'm planning on providing some testimony, I just

want to be able to prepare appropriately. Thanks.

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Yeah, what's the one of my questions too. Yeah.

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Yeah. And we'll, we'll chat more so leadership in post and the GS offices gonna, we're having a meeting tomorrow.

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to.

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to figure out the logistics of all of that.

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And so that's part of that is how long, and so we are obviously just here to assist, but there are some guidance I think just of how to make it run smoothly so we're just here to help run smoothly so you guys can make all those decisions and then we'll

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just try to manage it the best we can so that, you know, everyone has a chance to be heard and it kind of depends on how many people show up right. If you have 100 people show up, versus five it totally can dictate the time allowed so have we determined

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the time, like how long it's going to be.

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You I think last week it was just decided that it would be the regular 123. And then, we are floating.

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There are some options if the commission wants to extend the time so that there's a town hall and then the town hall ends and then the commission can discuss that's also an option to do.

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we can accommodate.

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I would guess that after a town hall like that where you guys are getting a whole bunch of feedback. That's just ending without discussion might be difficult, because, but that's up to you, we can we can accommodate that if you guys want.

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And Jana if you met time, as in timeframe or time limit. Regarding people talking that has not been decided.

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Given that we really need a structure and some ground rules established for this. That was the purpose of leadership meeting

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sense for doing this on pretty short notice.

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And I think we can make suggestions to the chair and.

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And then you know, the commission can decide if that's how they want to do it but

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I know it's on the agenda today for both subcommittees to discuss, is that correct Courtney.

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But since they're discussing it separately, that also can be an issue organization is key here and structure is key.

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I've been a part of a lot of town halls.

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For some pretty contentious issues. So, I do have a lot of experience with it, I understand chief Gordon does as well so we're going to, like, like Courtney said we're going to meet with leadership based on the feedback and the suggestions we get from

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both subcommittees, we already have received suggestions but but my intention is to make sure that we have some basic ground rules established that we communicate ahead of time what the ground rules are, including things like you know how long people

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get to talk, ensuring that everybody has a voice, if we run out of time. How can people still communicate with the commission about the concerns that they have or the feedback that they have.

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And so, Courtney and I set some time going through all of this, and we want to make sure that it's successful, but but I definitely recognize we need to have structure involved.

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So I hope that that helps us, I wrote down some questions here.

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For us to talk about today based on kind of what you were just saying so.

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In part of the consideration is there was discussion last week about whether the Town Hall is meant to present something which I heard a lot of people saying no because we don't have a final product and so it's hard to present something, or whether it's

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just receiving and Jennifer you can speak more to this but whatever Jennifer says the disability can I guess the idea would be the disability community coming and sharing what the actual issues are, that they face when they're interacting with first responders

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so is it a q amp a. Is it a presenting and then receiving feedback, is it just sharing and hearing from the disability community and organizations who represent the disability can be like those kind of things I think need to be hashed out, considering

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both subcommittees we're going to be hashed out separately. So those.

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And then I can be the voice of, I guess the voice of reason or something to get both to make sure we're on the same page all together.

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But just considering those things, those have those things have not been decided yet.

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The communication that has been sent out regarding the town hall has been more of a.

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We are here to listen or the commission is opening up a town hall or hosting a town hall to listen to what the concerns are pros.

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Oh I did that everybody for you.

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I can hear you. she's frozen actually, I think you were frozen Janet.

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I hope I had a good expression because that's the worst, it actually wasn't too bad. I'm known, you know, for the, the ones and then we all take screenshots of it because of using, and then we'll, we'll save them, and then use them later.

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Yeah, just considering all of those things because those were not.

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But what has been communicated out to and I think I lost and I was saying that, is that the Commission is hosting this to hear from the disability community about what the actual issues are so that it's clear, it has not been presented that this is going

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to be a presentation from the commission it's been kind of a there'll be an overview provided of what has happened so far but knowing. At this point has marketed for lack of better words that the Commission is presenting product because I heard last week

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that that was not what people wanted to do.

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Come on, we're not ready to either.

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Yeah. Yeah, I think nothing pisses me off more and listening to a candidate town hall for them for the candidate to talk the whole time. That really irritates me so I don't want us to do that either.

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Yeah, so, um, we do have another member of the public commission to check in with really quick and then we'll, Linda.

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Do you have anything to add today. I do not thanks for asking. Okay, thank you.

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Alright, are we ready to go then.

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Yeah, that's all I had.

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Okay.

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Well, we have a about 45 know, an hour and 15 minutes to do a lot.

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But I think we can do a lot, because we've already done so much already. So, the first thing on the agenda is to talk about how to add the source material.

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And what in to the curriculum.

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But before we talk about the source material, you've all seen the final ish draft of what we worked on. I hope.

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Is there anything in there, in the curriculum draft that we need to change revisit add to

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Okay, so I had one thing, and then,

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you know, in the, the, the phenomenon of, you know, you read about something and then suddenly you see it everywhere.

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Suddenly every conversation I have involves, law enforcement, interacting with the disabled community. It's kind of interesting.

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And I talked to police sergeant the other day who has adopted two children with autism, and one with cerebral palsy.

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And he was talking about the need for sign language that police officers could defuse a lot of situations by using sign language. Now, I am by no means an expert on this.

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And he was clearly talking about science that he uses with his own children.

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So I don't know how standardized they are I asked him to write something up about it, but I did think that we could add something about sign language specifically into the curriculum in.

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In, verbal communication techniques.

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What do you think,

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maybe certainly just the basics. Like, do you need ASL.

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There's a very simple gesture. And if they respond yes, then you know to get an

interpreter.

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So what I did was add language to on.

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I'm actually in the summary, I think the summary is the easiest document for us to work from today, rather than the whole thing.

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So in verbal communications Christmas offered a suggested outcome for, and we talked about it at length last week about the technology for communication devices and so forth.

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So, I added the words, so it says, verbal and kinetic de escalation techniques for people with the three different kinds of disabilities, including recognizing the need for sign language and interactive communication devices, which is what we had already

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the communication devices. So it's just three words.

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And then we can back that by putting some source material in there that would reinforce it, and offer them the, the resources thing.

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Does that sound reasonable to everybody.

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I feel like I'm operating out of ignorance because I'm sure within a family, you're going to have. If you're using ASL you're going to develop your own dialogue dialects, I guess, because that's just what you do, you have your own words in the family

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so I don't know how standardized anything he was talking about was or how widespread the use of it would be, but it sounded like a smart thing to add.

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Okay so, since the in Service Committee has added so much stuff in their master toolkit.

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I gave this some thought about how we might incorporate it.

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And the issue with a lot of source material that we've had and one of the missions we had for this revision this recent revision, was to clean up the source material

because a lot of people, knowledgeable people will suggest something, a website or an

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article or even a book that was really great. At the time, 20 of years ago.

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It doesn't exist anymore, or one of them was one with the books was so old that it costs \$400 to buy it.

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And what it was going to do that. That's ridiculous. So, We've had websites that have just gone away altogether we don't have access to anymore. And we, we want to avoid that.

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So there's a couple of things that I like about the toolkit.

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And I just don't know because we've never done it before how feasible, it is, but anything that we list as required source material and Academy has to have on hand.

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They have to have it physically at their academy.

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So we want to be careful that we're not saying you have to have something that we haven't provided a web link for or the actual document.

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So web links easy, we can list the web link in the curriculum and just make sure it stays there still exists in a couple of years.

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But we can also provide a document. If we give them a literal disk with the tool kit on it. So all the documents are downloaded. And there's a list, an actual list of the websites involved.

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So that was one thought I had

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the state did that with license plates. A few years ago, I don't know if you guys saw it or not, but it was like 400, different license plates that are issued by the state.

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And they get sent everybody is CD with pictures and descriptions and all of that of those license plates as well. It's there's precedent for it, if we want to do it that way.

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So, sweeping

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must be unanimous I guess we're going to do it.

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Sounds like a workable plan.

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Thank you.

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So, we could, we don't have to decide that right now but I think it does inform the decision just a little bit about how we put it into the, the curriculum.

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For instance, the one thing that I looked at, I still have open here was crime, it's called crime victims rights crime victim rights.

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And it was.

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It's a document that is about the era. Overall, but it has a portion that shows signs.

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So American Sign Language. That's a very useful document, not just for deaf people, but for the whole discussion about sexual assault and domestic violence.

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It's a good resource for that for anybody to summarize what the issues are and, and one of the reasons is that a recent course that I reviewed talked about the critical stages and the requirement of the era to notify the victim of the critical stages

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of an investigation. Well this lays it out as clearly as anything I've ever seen.

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So it's there in one document that an officer could carry with them. If they needed to I mean, I don't think that it's probably more for investigators than it would be for patrol officers but still it's a useful document.

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So if we post it. we have to post a web link to it.

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If it's in the curriculum.

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And I would suggest we do.

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There's several that have a Nexus to law enforcement and some are more general for more general education so I haven't seen anything that's not useful.

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Just depends on what course you're writing and what you're working with.

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Is it important to look at the course materials that already are associated with the course and try to find some overlap.

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Well, it could be,

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it could be would have to open you need to open the basic Academy curriculum to see the whole list.

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Most of it is CRS or investigation resources.

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I was trying to do that this weekend and then I got a little bit overwhelmed, like, just the volume that there is.

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And I did notice that there isn't much mentioned if at all about people with disabilities, know and I would say any course that we've added an outcome to regarding disability needs something in the source material that will point, at least point them

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in the right direction, it may not be definitive, but it needs to point them at what we were talking about what, why did we put this there And where will you find this information.

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So, yeah, it's some of, I don't think we need to delete anything.

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I think we've already committed it's gone through and delete this stuff that was not relevant anymore.

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But I do think we need to add.

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And then I was that helps.

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If we need to adjust any of the outcomes.

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Near the end just based on any of this sources. I don't know if we'll have time, but just to make them more relevant, we might know my mind, if, if there's verbiage in a source that can clarify the outcome.

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Yes.

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If it's a lot of the sources, especially the recommended source material is basically to provide a background or foundation to the instructor, about what the topic is sometimes to broaden their view of it sometimes just to teach them if they haven't been

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to a training on it. I guess I don't know I don't some of them I question why they're in there but we don't. we can't fix everything.

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No, that's okay. So when, when an instructor is looking at the materials, how are they using them Do you know, honestly, Jennifer, I don't know, I suspect from reading lesson plans that some of them are not using it at all.

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That they went to a training class for themselves.

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You know, I mean a lot of the people who are instructing are very experienced.

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Investigators or whatever they've gone to specific trainings, and they're using that material,

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so they don't have to use the recommended source material but they do have to list the material they are using. So if they are using content from a training that they've gone through to, they need to list it, or a website or whatever.

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And that would be what's in the curriculum, list that we have or would be different. That would be in their lesson plan list.

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We might not, it's not post isn't saying anything about restrict, we're not restricting in any way. What they access to use for their class.

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Okay, I'm just I'm just worried that if we're coming at this from an outside perspective,

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and may not just be seen as relevant and it'd be kind of easy to dismiss.

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Well, it's not coming from an outside source, it's coming from the curriculum committee.

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The curriculum committee is saying, These are the sources we want you to consider, not, not that you have to, but I would think that a conscientious instructor who now sees that they need to add de escalation techniques for people with intellectual and

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developmental disabilities will be saying, Oh my God, who do I talk to about this. And if we've got some sources right here, especially with the organization's, and I did want to say something about the organizations too but if if the, what was it the

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brain. Something Alliance, or brain injury and I injury. Yes. Oh good, the brain injury Alliance exists, I didn't know about it before. So I'm going to go there to get information that's what we want them to do.

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Right.

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Okay, awesome.

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Yeah, I mean we can guide them but there's a cap for some.

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And so I mean that's not a great relationship anyway.

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No.

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No.

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Anybody else have input on that.

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Well this is awful easy. Is there anything that was in the toolkit you don't think we should include.

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Like, there is a full Alzheimer's dementia training document I can't open it because I don't have publisher, we need to get that converted into a PDF, but it's I don't know what it is what it is.

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It's kind of long.

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I can convert it should be able to convert it.

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I'm guessing it was part of Deborah's curriculum.

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So yeah, see.

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Let me just see that as he been converted.

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So, that one is pretty long and I don't know if that's specifically helpful, because I haven't looked at it but everything else. I felt was useful.

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Just to create basically create a library for people.

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And once we create that once we, if we were to put this all on a CD or DVD whatever it takes.

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That static at that point.

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It static at that point. So there's a benefit and having some sort of websites where we can continue to update.

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But I don't know how possible that is that's a post things.

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Yeah, I was just gonna ask your post had a has a way for anybody can go to get all this information and where it's like centrally located, that would be that would be

ideal is to have it.

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So there is a question.

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The call our brain injury Alliance, Colorado.

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Autism Society, all that stuff can go just, they can dump their all their information and all their trainings into post and then the departments in the academies can go farm it out of the post database would be the easiest.

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I think that it has to be determined is where the toolkit is housed and then if outside agencies, just like the file share have access to place.

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If that's something that's going to be like if outside agencies in anybody can just access that portal for lack of better words with that holding place for curriculum.

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Who's vetting that curriculum, what agencies, right like can and can anybody access it just those are things that need to be considered and where that's how it is also a consideration how it's accessed who right you can we all know how things can go awry

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on the internet, who who's checking that to make sure the documents are the links are actually going not to some crazy website somewhere that all has to be considered.

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You mean everything on the internet isn't true.

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Dr Google, right, there's just something to consider as that as those decisions are being made and how that's house when the recommendation goes to post.

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We of course will accommodate, what we can. It just needs to

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just all those things will have to be discussed, you know,

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We could do I just,

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page on the post website. Yeah.

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Yeah. The Commission has a page on the website.

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I'll just link it here in the chat.

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So you can just see it really quick if you want.

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Yeah, what I was going to suggest, cuz I don't.

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Yeah, it'll be helpful for you to

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how I see it now.

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And I just posted it in the chat.

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So

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you could have an additional page, or a sidebar of links web links useful links that would go to all those organizations that the Commission. And because this is the other thing I want to talk about the commission needs to vet.

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So it's not

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a startup or something that somebody just decided to post about or make create a website for, But it's something that's reputable, and has

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authoritative information on.

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So that would need to be that the links would need to be vetted, but we wouldn't have to do anything with content, it could become, whatever, you know, it just gets people where they need to go because a lot of these I had never heard of, I've never heard

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of the brain injury Alliance. And I know there are a lot of people who need that information, because we deal with people with traumatic brain injury, all the time.

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And some police officers have traumatic brain injury because of the on the job injuries. So you're saying we that the organizations, but not the content.

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I think it would be easier.

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I mean websites change all that yeah yeah and I don't understand. I don't see how we could have to review each time they update their, you know their website to include information delete information, or they might get hacked and someone will put, you

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know, sorry you're saying we should increase the links, I think, I think if we list all the places and say look, these are approved sources of information.

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If you have questions about x, or you know, sort of using the brain injury Alliance say okay for Academy purposes and training purposes in service. The only place to go get information about brain injuries, is the Colorado brain injury, Alliance, and

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like the national brain injury Alliance if there is one, or enlist to come maybe a couple of hospitals or doctors that we can, that we can get in touch with him and say, You reach out to these people will make them get back to you with answers your questions

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questions you have. That way, if somebody gets hacked, or if somebody if website changed everything else at least we have the, the people that we can, or the organizations we can refer academies, or officers, or in service to so that they can get the

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right information.

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I think just having a list of research people that you can send that people aren't giving back for themselves.

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I just put another link to our.

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For an example, from what we have on the post website is our 2331 315 resource guide.

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I just posted a link there that goes through similar to what you're talking about. Obviously a little different because the categories are different but that's pretty much the same thing I just posted a link in the chat if you want it to look at that

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for an idea of what something we already have is, is that where you're going to say Kathy. I was gonna say we also have like a mental health tool kit.

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So, we can do a lot of what you're talking about if that's what you would like us to do, where it gets tricky is if you want us to on the House Bill 21 1122 commission page posts, the entire curriculum and everything that in service wants, because of

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the volume of it and the Rams read that it takes up, we could put it somewhere else and maybe link to it or figure that out. But, um, yeah. Well you, you don't need to post the curriculum because that's posted somewhere else, you could just link it, you

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could just put it. If you want to see what the curriculum is click here and then go to the academy website, where they can see it.

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And maybe all of this needs to be on the Academy's page, maybe it doesn't need to be on the, on our page, or the Commission's page, maybe it needs to be on the Academy's pages.

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I think it depends on if you're talking specifically about basic Academy, or if you're specifically talking about resources to law enforcement.

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For you know how to improve first responder interactions with people with disabilities. If it's just resources and it's a resource page then it may be more specific to a commission page if its curriculum for basic academies and yeah we want to keep it

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with academies that are basic curriculum, but that's more logistics for us so we can figure that out, we will just make it happen, whatever it is that you guys want.

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Well, I think, I mean just looking at the academy page I think we could do both.

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Most likely, that there could be just another in that list here's, here's the reserve academies here's the refresher academies. Here is information on

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the disabilities, whatever however we want to put that curriculum or the additions to.

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That would be just a line that would take them back to the other page.

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But you're right i mean i'm thinking only in terms of basic Academy.

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Yeah, we're going to think of the whole.

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Well, anything else about this, we,

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we haven't specifically worked through the content to add the sources.

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Do you want to do that or do we want to do that another time how big of a discussion is this town hall thing going to be. How much time do you want us to.

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She's got 20 minutes is it going to take more or less.

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Because I don't want to shortcut that

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and chief needs to leave. Didn't you say you need to leave like momentarily.

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I do I have a meeting starting at one so I've got a while it's in the building. Usually when you leave to leave like this he drops a big bomb on us, and then there's no Mike Ross out and then deal with the shrapnel

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LSD does it early enough in the meeting that we have time to deal with it.

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So what do you want to do in terms of actually placing the source material would you like for me to do that and then give it to you. I'm sure you'll all say yes because.

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Why did I even say that. Why did I even bother. But I can help with that. that would be awesome. Yeah, thank you.

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So what are you doing what did you just say you're going to do, Jennifer and Gina.

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Put the recommend source material items for each of the courses that we've added outcomes to.

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Should we add something that says how often that list should be reviewed, like every year, every other year.

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Bless your heart, that is, the whole business of the curriculum committee right now is how often are we going to update this stuff club.

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Look at it. Yeah, I think it needs to be looked at yearly, I would say that any anytime we put in a web link, you know your earlier point is that that could go away.

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It could completely change because somebody else bought the domain. Who knows what can go on with it so yeah it.

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That's really should be standard operating procedure for the curriculum.

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That's what we could. We can do it if you, if you would like to volunteer that you could do that. That's only once a year, you you covered it you you said it's, it's in there.

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Yeah. Yeah, we should be doing.

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I said,

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Okay, so I would suggest that we haven't decided if we're going to meet separately. The subcommittee's are going to meet separately.

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Again, after the town hall, next week.

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But I think we should.

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I don't know, I was gonna ask that because that the only thing that was decided

last week was what this week structure look like a next week.

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And so, I suppose, if, if everybody wants to meet for an extended period after the town hall next week you guys can discuss what the following week looks like then.

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So you guys will all be together and can make those decisions.

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Well, and maybe the source material discussion is a logical for but for the combine several condition because the other subcommittees the ones who located all of that.

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And they know why they put it in there, and, sort of, probably are a little more familiar with what's in there.

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So it may be appropriate. If that's the work.

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The only work that needs to be done in that meeting, because I think it'll take a while.

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Yeah, I just think the commission as a group needs to decide on what the rest of the structure looks like. And I, the only time you really have to do that is if you guys meet after the town hall.

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There isn't time built in today. Although, after. There isn't there's nothing on the agenda today to talk about structures, right.

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Now that the agenda for the town hall has made yet.

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I think, how you guys structure the meetings after that can be decided after that maybe.

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Well, I'm willing to work on it, and Jennifer can work on it.

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And Cinder relative or respective drafts to you and exchange him.

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So we can do that by email.

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Before we can actually just add them to the file share.

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We can. Yep, so you can add them to the file share as long as you're not editing people's stuff as long as you're not going back if you're just sharing things that, you know, for other people to look at, you can just add them to the fire file share yourself.

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Oh, That was approved, I should I should have paid attention to that earlier I suspect.

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I said you know isn't one of the many emails I sent out.

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I sent out.

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I do read your emails.

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That was a few weeks ago because the in Service Committee had asked since they had so many resources that just done there.

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Before the toolkit kind of mock up that they, they said, legal counsel said as long as there's not collaboration, and it's just dumping them in somebody else can look at them and there's no, there's no harm in.

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You guys away.

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Okay.

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Well, we'll do that.

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So Janet, I already started on this and I set up little folders on my computer for each class.

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I'm just talking you to go before I just thought that was what I was supposed to be doing. So I haven't.

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I've just kind of been going about it roundabout but Is that how you want them on the file share.

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Because what what's hard about it is, it's hard for me to upload stuff on my computer so it has to be in a zip file.

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So once things are added, like you can't keep adding to the zip file.

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Right. So consider consider this, the file share was being used by the Service Committee, as a mock up to just see what it would look like what maybe the categories would look like what some of the resources would be.

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So that's not going to be where it's house. This, that's not going to be where it's house so if the issue Jennifer is that you have

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conflict content or links that you want to share that you then would fall under those file shares.

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Since again, the file shares just being used as the mock up, you could actually just right out like in a Word document or something, what resources you would like.

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And then just upload that, because ultimately that's not where it's going to be how so I wouldn't waste a whole bunch of time trying to put stuff in the file share if it's just a draft of what the structure of the tool kits going to look like.

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Okay. I don't know if that helps or not, but that's kind of, I didn't hear that the in Service Committee was planning on using the file share as the portal they were just using that so that they could put a structure and everybody could see that structure,

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before. That's decided on so I think I will be really overly ambitious but what my goal was, which I don't know that I can really accomplish what my goal was was to have all the resources for the class everyone could just see them.

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And it's like a little information package so if you're like, Okay, I want to know more about what this class is and I want to review it because I don't know if these recommendations make sense I'm just going to click on this class.

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And these are the resources that are already recommended for this class in the curriculum now and these are the resources that were having.

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So one idea to do that is to create a Word document where you have all your resources in there. You can upload that to the file share so that people can see your idea of what the structure would look like and anytime you want to update that like let's

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say you do one this week. And then you have more resources and tweaks that you want to add you just delete that doc that original document you had an upload the new one.

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Okay.

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And I can assist if there's any technical issues I can assist with that but for example the lesson plan template or the lesson plan example that had gone out.

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That was updated so I just went into the file share deleted the original and uploaded the updated version versus creating folders in the file share. I guess is what I'm saying, don't worry about creating folders if you're just trying to show in an example

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to the commission about what the toolkits structure would look like.

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Okay, I got it.

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Maybe if I put links and it'll be easy to access. Yes. Yeah.

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And I would, I was envisioning using just using the summary document and adding stuff there.

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Under the under each class.

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Heading with recommended source material for each one. So if using that document as a framework is easiest.

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If you can just cut and paste or copy and paste into that.

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Don't worry about formatting and stuff that doesn't matter, as long as they're there.

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Okay, I will do my best. Don't make extra work for yourself. I guess what I was right that's a pretty good at that.

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Okay, we'll see what I can do. Okay, cool.

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Alright.

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So we also did not talk about the amount of time that needs to be added as a result of our recommendations.

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And we're meeting the curriculum committee meeting is meeting tomorrow, and we're going to begin talking about this, because they need to know that it's coming because there's still some changes that the committee wants me.

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So, I've been thinking about this and I think there's only one class because some of them are, I felt were a little bit overly generous for what the outcomes were like verbal communication is eight hours.

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That's plenty of time to do what, even with our additions to do what we've asked, what is being asked, Is it enough time to teach verbal communication.

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No, because that could be, you know, days and days, but it's what it is. And I don't think that what we've added really needs to lengthen the class, it needs to submit to focus the class.

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It's meant to focus the class. So, you know, I'm absolutely open to suggestions on that.

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I don't want to diminish anything.

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But the one thing that does need to be longer his interaction with special populations that will need to be longer.

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Because it's only two hours. Anyway, which seems a little short

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has always seemed a little short to me.

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So does anybody have any input on that.

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Sorry, what was putting out a frickin fire.

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That's okay. What time is too short.

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interaction with special population. Oh, okay.

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So that's on page three of the summary, and we added a lot to it.

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And ultimately I think before we're done we may even add more, just as we refine the process this a little bit, but we're asking for a panel.

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We're asking for role plays and scenarios.

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That's not going to happen in two hours.

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Dan had suggested that hazardous materials be cut from four hours to two hours because that's a little bit of a drone sometimes it's like, Here's what you need to know about hazardous material spills.

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Get away from it.

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That's about it.

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I mean, I'm diminishing the importance of that but yeah, that that doesn't need to be four hours so there's play there. There's one place that we've recommended that the, the hours be shortened.

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And I think we're going to talk about adding hours, overall, to the community, or to the curriculum.

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And I think it depends on how deep are going into breaking it up.

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Like when I was looking over the curriculum again, like I actually really liked the problem solving class.

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Just because like, it kind of really gets at the root of a lot of the issues that I think I want to, I wanted to present and the special populations class, almost better than just an introduction to special populations.

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But it's designed toward getting at the roots of crime and trying to find creative ways to solve that versus.

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Susan only two hours long. So, what I was hoping for. Just those whole class.

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personally was

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kind of getting at the root of why problems with interacting with people with disabilities, and going into like social beings and.

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And that's, that's going pretty deep you know in a mean that to me what things are necessary in order to,

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like you were saying, previously to just change mindset.

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Well, the problem solving class is.

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Let's see, I did not open that.

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It's meant, or originally was meant to be.

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Problem Oriented Policing, more or less. It was always kind of confusing because those terms have been bandied about, but

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the learning goal is the student will be come familiar with problem solving policing and demonstrate an application of the Sarah problem solving model

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recognized components of crime prevention and explore established methods of crime prevention.

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So, the Sarah model.

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Are you familiar with that. Have you ever heard that term as a problem solving model.

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I think I looked at the resources on there, which is why.

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Yeah, so it can apply to anything, because it's a model it can be applied to anything.

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So, I think.

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I'm not sure we should add time to that as much as asking that that, problem solving, model, be used in the interactions or in another class that's where we're not getting any crosswalks between classes because we'll throw out a model in a class, and

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never refer to it again throughout the Academy.

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And that's one of the things that we want to ultimately change is that, why are we teaching you this, this problem solving method, without ever asking you to use it.

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So, that's kind of what the purpose of that class is. Can you tell me what that is so that everyone's on the same team because, yeah, it's scanning analysis response and assessment.

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So basically, scanning and situation on understand, or seeing what they're analyzing it, figuring out a response, and then assessing whether it worked or not.

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So, I guess, one of the things that I thought all along, is that the issues of interacting with the, with a special needs person should inform all these classes, be used in all these classes as examples, rather than changing that that changing every class,

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which they become here's something you need to be aware of an awareness thing for each of these skills.

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So, I don't know if that's exactly what you're saying. I don't think that's what you're saying.

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Am I frozen or is Jennifer frozen.

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I see everyone moving except Jennifer, Jennifer.

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She's very deep in thought.

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Yes, poleaxed.

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That was so profound what I said.

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What do y'all think

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very appreciative of your organization.

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Yeah.

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Yeah, it doesn't belong in a problem solving. We're not going to pull out to Sarah model for a one off or something that we deal with very very infrequently, it's for persistent issues,

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daughters.

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Yes.

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So in terms of increasing interacting with high you froze up, we lost you. If you said anything in response to be.

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We didn't hear it.

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Yeah, that's okay I am, I was just saying, I was thinking that universal design could maybe be included in the problem solving class it's an example of ways to find the PR solutions.

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Well, it, it does. So we took out, September, which is a community planning department issue, not a patrol officer issue.

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So, we have to think about what, what can I, what are we teaching an officer that they need to apply. And so universal design.

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If, and I probably don't understand the full extent of it the way you do, but I'm not sure a patrol officer can pack that or, I don't know, it's still me, you might be right about, I don't know if you listen to me.

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These are my excitement, it talks a lot about service dogs and wanting to implement laws to, to make it a crime, not to let service dogs into buildings or wanting to make it a crime or wanting to ask officers to constantly

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enforce handicapped parking spaces. Right.

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And he keeps saying that because that's a really big deal to him and the people that he works with that's a huge issue. so I completely understand where he's coming from.

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But I keep explaining to him that for me that's the universal design issue that it's a lot easier to design spaces

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for people with disabilities so that they don't constantly run out of disability parking spaces, rather than always asking officers to have to monitor that, if that makes sense.

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Yep, because it's officers don't like monitoring parking. Exactly right. But you totally understand why he feels that way because like we have a lawyer who like couldn't get to a case, because his car was blocked off, because we can get into his car.

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So, or if you're a person who has a service dog, and you're trying to get into the store and officer is telling you well this is a civil issue.

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And you can't get your groceries because you have to sue them and five years later you finally get into the grocery store.

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That really thoughts. So that's why I'm trying to go deeper.

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First of all into understanding the civil rights part of issues, so that officers are dealing with that. And also into understanding the way of that communities are not designed well for all people.

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And that we could change that, if everybody understood that so that it would make their lives easier.

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I know we've talked about the dog issue before and I, I feel like we found a place for it. Was it in civil disputes are we, we added it somewhere, something about service animals somewhere.

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The, the, I guess you're trying to say is that I'm sorry I interrupted you. But what I'm trying to say is that most issues that people with disabilities face when they're coming up with problems in society are very deep rooted.

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And that's why I like this class because it really looks at the rule of problems, and how to solve them.

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And I it really resonated with me.

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Well, and the point that is the point of it, that they're introducing the concept of problem solving, to police officers that it's not always an enforcement issue that sometimes it is a civil issue, but that doesn't mean you don't listen to it and try

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to find resources for the people.

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So it is meant to give that community relations mindset to the class. What else could we do.

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You just because you're busy doesn't mean unit need to go in there and and force somebody to do something that isn't useful. So that's the purpose of the class but that is it's basically teaching a skill that needs to be applied across the board.

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So everything else.

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If this class comes before verbal communication, have we planted in their minds that you need to have a problem solving mindset, and you need to have the verbal communication skills in order to figure out what a good solution is for everybody.

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So that's kind of.

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That's the purpose of an academy is to give them the right tools to go out and do the job that they're being asked to do by disparate elements of the community.

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I mean, Sometimes it's not a crime sometimes it is a crime sometimes it's a crime but it doesn't really need to be an arrest double offense. You know, that's what we're trying, trying, trying to train them to do.

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So, I think, specifically this is giving them a tool that they can then apply in interactions with special populations in verbal de escalation in vehicle context in pedestrian context.

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I don't want to be the only one talking about this, you guys, sorry.

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It's not me and Jennifer kept point counterpoint yeah i

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agree with everything you're saying, Oh, ok.

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OK, so what I'm hearing you say is that probably that maybe we should bring up that skill in the special populations class. Yeah, I'd be a lot more effective.

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Yeah, I think so. and the other places there may be other places as well. I mean you bring up a good point. Are we do we are we ignoring a tool we could have used more in the academy and referenced more.

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So yes, you're dead on about that. I agree with them.

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So, in terms of increasing the length of inner interacting with push populations.

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Is everybody on board with that. And is there any recommendation, you would like for me to take to the curriculum committee.

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I like the suggestion of eight hours, but I know that I mean I get that, but I liked it.

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So you're beginning your opening offer.

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Yeah, I, it's hard to say. even I don't know.

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We've gone back and forth on other things to Chris, or Chief, what do you think

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I'm looking at the objectives, the outcomes right now.

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And considering that we were talking about scenarios, considering that the legislators, later thought it was important enough to address this specifically.

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I don't think that an entire training day is too much, because not only will it help with interactions with special populations. The communication skills and the mindset will help with just about every other communications lesson.

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Okay,

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return it. What do you think, I mean, breaking it up throughout the day.

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If you want to do it for one day probably wouldn't be a.

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I don't know if Do you want to one day is it, It will be death by PowerPoint for everybody so bringing it up over, you know, to our subjects to our blocks for different times, might be better.

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Just sitting in a classroom, I'll tell you sit in a classroom but starts to get numb and you're zoning out you're nowhere near absorbing what you need to absorb.

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So my suggestion would be, yeah we can we can do eight hours, but eight hours over the 17 weeks is probably the best way of going about it.

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We can make that recommendation that's the way report writing is written, there's a recommendation that it be done in four hour blocks and doing special populations and obviously this is important enough that we're all sitting here we're all given

on

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time to do this. So, doing eight hours is is not is not incomprehensible I think just doing it in eight hours, one or two hours at a time and probably the best way to get information absorbed and over the long term.

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It's a good idea. That way the, the later lessons will reinforce the previous lessons like your death by PowerPoint and and and also and also you can also structure it so that maybe you have class about autism and the beginning and then start building

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up on that, using scenarios and everything else in other classes throughout the rest of the throughout the rest of the academy so and then maybe you have a Deaf and Hard of Hearing one, you know as the second one you do and then you, you can build those

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into scenarios later on the academy as well. So I think if you just, if you start those building blocks here and there and get them you get the students used to looking at a different angle that I think it's going to be a it'll be more effective in the

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end.

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I think the death by PowerPoint issue that's a huge pet peeve of mine.

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I think when we add in

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of scenarios, is the eighth outcome is we need to word it but that will add that add, adding role plays and scenarios and a panel will help with that.

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And that we we added in the rapid emergency deployment class I think it was or building searches that this is not meant to be lecture, It's meant to be hands on scenarios.

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And so, you know, maybe that wording would apply here as well.

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That, that we're not adding more PowerPoint slides, we're adding more hands on work.

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Okay.

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We have. We're at 12, almost at 1240, and I would really like to talk about the town hall.

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Before we go, so that if I mean I don't know if you want. If any of you are going to join them in the meeting this afternoon to listen in.

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Or, if we want to delegate all of this discussion to Kathy and Courtney but this is our chance to get at least initial input on how we want to do the town hall and have it communicated to the other group.

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I'm going to be in the meeting, as well.

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So I wrote down that the spirit of the town hall is to hear the community.

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So, how does that look what form.

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Do you think that takes.

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All right, I suppose I'm obligated to say something here you are, you are sort of

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It really depends and I'm not gonna say anything here that anybody else is in thinking, but it really depends on how many people attend.

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I've sent it to my network, send it to Janet Special Olympics, a lot of you may know, the city of Thornton has some departments that work with our target population.

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So it just depends on how many people attend.

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Regardless, it's a good idea, and I sent some ideas to Courtney and Kathy as well but we should give. We should present something, obviously, that helps give the meeting some structure.

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Not a product, obviously not a product, product, but a quick overview of the

commission itself.

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If we do intros, please limit them.

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Pick up half the meeting.

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But like I said, a quick overview of the Commission.

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Our quote charter and mission.

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A little bit of what we've already done.

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If we have survey of results. maybe some highlights of that, it may be too soon, and an overview of of some things that we've solidified proposed curriculum edition.

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And I'm not talking about specifics.

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I mean what we, the, the thousand foot view of what we hope to accomplish with the things that we've proposed better interactions better outcomes, greater understanding, dignity, respect, all of that stuff, All of those major overarching categories that

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the specifics will fit into nicely. And when it comes to input.

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We asked for public comment.

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I don't know I think we have to I'm not sure but that's fine, just limited, but when it comes to questions and specific input about what we're doing.

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What we've all seen is that people are allowed to, and when backwards for virtual meetings, people were just given slips of paper and they'd write their questions down and put it in a hat or a box or somebody would come and get them.

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And those will be lumped into themes. So we're not answering the same question 50 times, we are able to do that virtually now with a monitored, email address, or in the chat.

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And I think that will do a good job of controlling the conversation, keeping it within a couple of hours. Afterward, a generic email address for people who have questions that they weren't able to ask or additional questions that they have.

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And I've cleared my day. So I'm available to meet afterward as well.

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I like those ideas.

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Chief do you envision this being a q amp a, where the commission is answering questions, or do you envision.

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Being a listening for a little bit over.

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Yes, if we take public comment, which means a town hall it's the reason we're having it is to get their input, but I really, it would be best if we could limit the q amp a as much as possible to questions submitted in advance or, or, or virtually during

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the meeting.

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Obviously we won't get don't shut anybody down that's bad form.

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And there will people, people will want to ask their specific question, but as long as it's strongly moderated.

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I mean, all town halls eventually take on a life of themselves but I still think we can limit damage. I don't mean damage of hearing what people have to say I mean limit the damage of going completely off the rails.

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Because if we don't follow a format, we're not going to accomplish what we want to accomplish. and that's not good for the people who attend.

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So is one of the structure options to do a Q amp a portion and then a listening portion and kind of structured that way or is it going to be more do you envision more just open ended so that it's so nobody feels like they're shut out.

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You know,

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I think the open ended part could be public comment.

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And we can relate, as we're introducing the public comment that there will be opportunity for them to submit questions, and maybe some of those questions.

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The q amp a session will address some of the things they might want to say during the public comment section.

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Would you prefer for them to speak and ask their questions or to submit the questions via chat or monitored email, like you said, Yeah, the preference would be to submit the questions in writing.

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There will be people who don't want to do that and who can't do that. And again, we, We shouldn't shut anyone down.

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But, again, a strong moderator.

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Let people know that we do have a time commitment and also let people know that we will continue to take care of input. After the meeting. After the town hall.

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Okay, so then the events coming through chat and we're moderating.

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We are, I'm sorry, not when I'm on writing we are receiving those, then we would send those to.

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If you're hosting if the chair is hosting we would send those electronically to you, I'm just worried about a little time gap of getting questions and then getting them out to the right person.

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Yeah.

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The way we do it in Thornton, is that the person, monitoring the chat or the questions will eventually asked them.

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Yeah.

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Yeah. But it really doesn't matter as long as we have a reliable way of getting them to whoever is going to look at.

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Okay, we've all got devices have like 47 computers, you know.

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Okay.

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And I mean these are just these are my thoughts I'll be someone trying to impose my will, on a commission but they're very similar chief to the discussion that Courtney and I had about my own suggestions.

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After having run many town halls.

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And so I think that, you know, we can definitely provide this this feedback to leadership tomorrow. And if anybody else has suggestions or feedback that they want to provide.

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Yeah.

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Personally I think that I agree with a lot of what you said chief

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for a lot of reasons but just having participated in many of these and facilitated many of these with public, and there's a lot of ways to keep things structured and organized but also make sure that people feel heard and get their concerns addressed,

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one way or another.

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Also to ensure that no matter what, even if we run out of time there's a mechanism for feedback to be considered and questions to be answered so I'm sure that we're, we're going to make sure that this runs smoothly and find a structure that will work.

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I just want to make sure we're not skipping over anything that you all have in mind.

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So I think that's also why it was on the agenda to.

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And so, understanding that you need me fans I just think it's important to realize that

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the feedback that I've been getting is that people really appreciate being invited.

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That they.

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This is a really big issue that they're really.

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They have a lot to say, and that they're really concerned that have a big impact on their lives.

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And that

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even people within organizations that are high up and organizations have a lot to say. So, just to take that seriously.

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So Jennifer How are you, can you tell me your thoughts on how you're envisioning

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what your thoughts are on the structure.

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I think that layers they make sense I, and I don't know that I really know, but I do think that we need to give people enough time to convey what they need to convey to us, and not feel cut off and genuinely feel heard, especially as you know as an organization

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that works with a lot of people that this has impacted or if it's a person that this has had an incredibly deep impact on their lives.

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So, understand that it doesn't you don't want to get off the rails where one person is hogging all the time, or you don't want it to get abusive or something but I, you know, you just want to have a balance where it's legitimate and people understand

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that this is something that we really care about their input.

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So that was good question. Sorry no sorry I just want to say there was a request that a time limit be discussed.

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And maybe decided on I don't know how that happens until we know how many people are coming in we are not getting, you know we didn't were requiring registration or anything like that public meeting so we may not know that until that day.

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But I know that was a request to call made was to discuss that

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tape. What were you gonna say.

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I was, I was just gonna say that two hours is a lot of time, and the presentation part should be short, which allows us a lot of time to actually interact with the participants.

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And we can go longer. Right. If we need. If it's a rip roaring discussion. can we go over two hours. I would recommend that you don't. And one of the things that's very important in a town hall is to respect time.

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And to stick to a schedule.

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So that's my own recommendation.

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Well, I can see the benefit of doing that. So, do we want to provide as part of the intro ground rules for the town hall.

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Absolutely. That's usually how you started, you can start with an introduction of who is moderating, and that person will establish ground rules agreed upon by everybody.

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And then you'll do your agenda, and then you'll get started.

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And then after the town hall. We can stay at the commission can stay after and discuss what happened during the town hall.

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And if people from the public want to join that or want to stay on as attendees

they're welcome to is they are for a meeting, but I think that given the commission sometime after the town hall the talk is probably beneficial versus waiting even if you're

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just talking about when you're going to meet next it.

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Having a quick, having a meeting is it we can accommodate that is mostly.

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I think we should do that.

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The other thing that I would add really quickly. Is that

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gauging, how many people participate does help give an idea of how long you should limit comment for each person so everyone can, but you don't know that everyone's going to want to speak and chances are, Many people have the same concerns.

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So yes, we want everybody to be encouraged to speak but you also don't want to repeat the same thing over and over and over again. So that will be probably one of the ground rules, is that while we want to encourage and and provide opportunities for everyone

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to be heard. We also want to be efficient and ensure that the Commission is using their time effectively so if somebody hears somebody say the same thing we would ask that they not repeat that.

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But if they have something different to to provide feedback on then we would want them to, you know, give that feedback and information.

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Hopefully that's the advantage of having the moderator, right, especially this I really liked the idea of the submitted questions, because I've in the webinars that I've been in this.

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People will type in a variation of a question, almost simultaneously, not knowing that somebody else is actually asking that same question so I think that there's definitely an advantage of doing that, in person is thinking it several people.

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Sure, yeah.

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So it's really nice if we have the chat feature that everyone's chatting directly to Courtney, Courtney then filters through or can go to both Shanghai so she's not overwhelmed and we can both filter through.

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However, we decided to do it and then she is grouping those themes and then she will actually ask if it's chief Gordon winds up moderating which, it may be.

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Then she would be asking him the questions you know chief Gordon, we have a person that would like to know this or that is asking this, and then if he would be responding and so it, you know, that's how we would kind of go back and forth, and that way

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of 10 people ask the same question it's just worded differently, we're still getting the information out that needs to get out.

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What are we going to be able to see that chat to are only coordinate a new probably it's just going to go to Courtney. It's the most efficient way to do it.

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Yeah. Cuz we could get swept up. Yeah. Yeah, do we respond. Can we respond. If somebody is asking, or saying something. Can we respond to that. what's our role at that point.

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That's something you all need to decide that my recommendation again would be that the moderator is the one who is communicating directly. If the moderator has a question or needs assistance, then the moderator would pull in people from the commission

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so if chief Gordon is running it. And there's a question asked about something that is not in his expertise.

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Like, maybe something that Jennifer would be the best person to ask or maybe something from post or, you know, then he would use anybody that's in the meeting to help answer that question but it would be laughed at him to call on somebody to assess but

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he would be the one watering.

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Okay, I like that.

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Let's adjust the monitor the moderator, do the introductions to to keep it quick and efficient, given the people we have here.

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That would make it.

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Yeah, I like that.

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Yeah, so, Chief Gordon has offered to moderate

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and the chair has haven't discussed it with the chariot so that conversation will happen later today and then the decision can be made about what

01:27:54.000 --> 01:28:10.000

how to move forward. But either way, there will be a moderator and those suggestions are all. Is there anybody, before we have got about five minutes left and Representative frolic is going to be on to give insight into the bills creation.

01:28:10.000 --> 01:28:16.000

And there is some time built into that agenda for question and answer and stuff like that.

01:28:16.000 --> 01:28:25.000

So, is there any kind of last minute, things you guys want to talk about as a subcommittee before she jumps on because they wanted to take a break. There's one yes, take a quick break.

01:28:25.000 --> 01:28:32.000

Okay. Why don't you guys take a quick break and then anyone else jumping on I can fill you in. Hi Shannon.

01:28:32.000 --> 01:28:35.000

Welcome Shannon.

01:28:35.000 --> 01:28:39.000

Alright, if anyone feels free to take a break until we start next.

01:28:39.000 --> 01:28:48.000

I run by you.

01:28:48.000 --> 01:28:56.000

So for those of you joining the other subcommittee just finished up. And so then they're going to take a quick break before representative frolic jumps on.

01:28:56.000 --> 01:29:07.000

And then you guys can meet, and we can share with you their discussion about how

next week looks and all that jazz. So, thank you. We have a few minutes.

01:29:07.000 --> 01:29:11.000

How is everybody

01:29:11.000 --> 01:29:16.000

back to back meetings today.

01:29:16.000 --> 01:29:18.000

How about you.

01:29:18.000 --> 01:29:20.000

Yeah.

01:29:20.000 --> 01:29:24.000

Oh yeah, for five hours worth.

01:29:24.000 --> 01:29:26.000

Yeah, that's right.

01:29:26.000 --> 01:29:30.000

You guys are all working, working hard.

01:29:30.000 --> 01:29:36.000

So,

01:29:36.000 --> 01:29:45.000

to write down really quick when that ended right back. Okay.

01:29:45.000 --> 01:29:46.000

How are you, Shannon.

01:29:46.000 --> 01:29:56.000

I'm good, how are you good, man I'm working on going through all of it. The new materials hear that Yes.

01:29:56.000 --> 01:29:58.000

Hello.

01:29:58.000 --> 01:30:04.000

Thank you so much for joining us today.

01:30:04.000 --> 01:30:06.000

Happy to be here.

01:30:06.000 --> 01:30:10.000

There are saluting day.

01:30:10.000 --> 01:30:28.000

So there are 10 members right now of the Commission, I'm coordinating with post.

And so I met I kind of staff the commission. So we have 10 members to, we had 12 to had to resign for personal reasons and job changes.

01:30:28.000 --> 01:30:40.000

So, half of them just met. And they're taking a very quick, two minute break and then we're going to have you and everyone else should be joining in the next couple minutes, so that they can hear from you.

01:30:40.000 --> 01:30:55.000

We're so appreciative of your time to give us today I know how busy everything is. And there's a little bit of time, built into the agenda just for question and answer, and you guys can kind of figure out how much time you want to chat.

01:30:55.000 --> 01:30:56.000

Sure.

01:30:56.000 --> 01:31:14.000

And so want me just to hang for a couple minutes. Yeah, that would be great just so people, it's it's not even quite one yet. Yeah. Okay, awesome. thank you.

01:31:14.000 --> 01:31:16.000

You're gonna take a break Courtney.

01:31:16.000 --> 01:31:20.000

It's like, no,

01:31:20.000 --> 01:31:23.000

no, I started

01:31:23.000 --> 01:31:37.000

before we'll have I think we'll have some public members showing there is no option for public comment. When the representative is on but I think once the commission is here and we have a quorum I think Chris will call everybody to, you know, we'll call

01:31:37.000 --> 01:31:39.000

them order and do roll call really quick.

01:31:39.000 --> 01:31:44.000

I don't want to waste representative for Alex time, Chris.

01:31:44.000 --> 01:31:56.000

So, we'll kind of get going and then the other subcommittee that we're all on will meet so will I can fill you in on the earlier subcommittee then.

01:31:56.000 --> 01:32:02.000

Are you Chris thousand miles an hour like normal.

01:32:02.000 --> 01:32:07.000

I learned to full panic mode cuz I mean, I was really pushing to see, you know,

talk to the rep.

01:32:07.000 --> 01:32:14.000

And then all of a sudden the, I was like Oh crap, and he was at 1230.

01:32:14.000 --> 01:32:26.000

I was really, I'm conflicted for lack of better words I know it's not really a conflict of how to schedule the zooms today I didn't want to have everyone have to jump back on and then back off and back, you know I didn't want people to get three zoom

01:32:26.000 --> 01:32:32.000

links, it was just so I just decided to do one, so that people could get on as they needed without chaos.

01:32:32.000 --> 01:32:37.000

I can barely find the one zoom link I get so I didn't, I didn't want to send three.

01:32:37.000 --> 01:32:45.000

Right.

01:32:45.000 --> 01:32:55.000

Representative frolic Christmas is our chair. And so before you get going, he's just going to call the meeting to order and do a very quick roll call.

01:32:55.000 --> 01:33:01.000

And then I'm just for formality sake and then you can.

01:33:01.000 --> 01:33:03.000

Okay.

01:33:03.000 --> 01:33:11.000

Well, Chris it's one on one so whenever you want to.

01:33:11.000 --> 01:33:21.000

Let me look at our

01:33:21.000 --> 01:33:23.000

nine.

01:33:23.000 --> 01:33:27.000

Yep, see you've got a quorum.

01:33:27.000 --> 01:33:34.000

Cool. All right, who are we missing some john should be back in a second.

01:33:34.000 --> 01:33:39.000

But actually, on the list we are missing missing chief.

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He had to go he participated earlier in the subcommittee but he has meetings all afternoon.

01:33:45.000 --> 01:33:50.000
So we can volunteer him for anything.

01:33:50.000 --> 01:33:53.000
He did say that right.

01:33:53.000 --> 01:33:58.000
He knows it's coming.

01:33:58.000 --> 01:34:04.000
Alright, so we'll go ahead and get started. Hopefully we'll have Chris back shortly.

01:34:04.000 --> 01:34:10.000
Know Daniel sir I just see a black screen.

01:34:10.000 --> 01:34:20.000
So, I'm on my list I have Daniel bright first but his springs black Jennifer.

01:34:20.000 --> 01:34:23.000
And Josh.

01:34:23.000 --> 01:34:32.000
Joe and Dan just chatted with you that he's trying to eat his lunch so he is, he is on a meeting at the same problem.

01:34:32.000 --> 01:34:36.000
I'm here, I.

01:34:36.000 --> 01:34:40.000
Erica here

01:34:40.000 --> 01:34:41.000
know.

01:34:41.000 --> 01:34:44.000
And, and she's not here.

01:34:44.000 --> 01:34:47.000
I'm here Shannon.

01:34:47.000 --> 01:34:49.000
Okay, and Janet.

01:34:49.000 --> 01:35:06.000
I'm here. And then represent if you want to take it away and the I guess so kind of what we were looking for was just kind of like that. A lot of bills have a

legislative declaration to them.

01:35:06.000 --> 01:35:21.000

It really explained the whole purpose and how it came about and all that kind of stuff. This bill doesn't really have that. So we're kind of looking for.

01:35:21.000 --> 01:35:28.000

was there. You know, it's just a long thing that's been going on for a long time and hey this is the opportunity to make it happen.

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And then, you know, kind of how it came about in terms of where the way it was and things like that.

01:35:34.000 --> 01:35:50.000

Well first of all thank you so much for inviting me to have this conversation. And thank you all for the time that you've spent serving the Agee's offices impressed with the work that's already happened and it looks like the report will happen in March,

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which is exciting and I'm grateful for that. So, yeah, it would be great, you know, while you're while you're there the first place.

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which is exciting and I'm grateful for that. So, yeah, it would be great to know why you're why you're there in the first place. Um, I do want to say today in our opening remarks from both a minority leader and the speaker of both emphasize that commitment

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to police training, and law enforcement training.

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And so, I thought that was good because this bill was bipartisan as you know.

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So, it comes from a wanting there to be training that

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helps make for a better community relations.

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And for this specific group of individuals persons with disabilities.

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I don't like to legislate by headline but we did have some, we have had over the years you know terrible terrible headlines of interactions between persons with disabilities and law enforcement that have gone South right so we have the Loveland older

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person with dementia, we had the luxury McLean case and his family doesn't really talk about that in terms of him being a person with disabilities but some folks in the autism community have embraced him as someone who's who they feel as is aligned with

01:37:16.000 --> 01:37:18.000

their experiences.

01:37:18.000 --> 01:37:32.000

And we just had one when we were going through the build process like almost in real time, with an individual who was, Jeff, who got taste and handcuffed and, and whatnot.

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And that one really honestly plays in my mind sometimes on a loop tape because the police officer is asking for compliance on a couple things from this individual.

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And he's the police officer is understandably, I think getting increasingly frustrated and he keeps saying things like, who, who do you think you are.

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And it's just illustrative of

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the fact that we need better communication between the disability community and and law enforcement and we wanted to inform trainings for trainings to be informed.

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And hopefully, a little bit of a dialogue and a and a feedback loop. So rather than just say to post you are required now to have six hours or whatever it is, 805, whatever, hours of training on disability, how to interact with folks with disabilities.

01:38:34.000 --> 01:38:51.000

We wanted to bring the disability community in and have a dialogue with post and to decide, not only how many hours were appropriate but what they should look like, and what the what the disability community or people in the disability community are hoping

01:38:51.000 --> 01:39:11.000

to have as an outcome from the training. So I think that sort of happened but, and I. It's so funny because people hate pledge declarations. And here we are, here we are well we probably should have saved ourselves some communication problems but the

01:39:11.000 --> 01:39:26.000

the early, early, early on, folks from the Autism Society of Colorado came and said

we want to, we want better training on how police interact with folks with autism.

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And then simultaneously. A lot of the parents in my community of children with autism expressed fear really, of what the future look like for their children as they grew in aged and particularly, you know I have a friend whose son is now six, four, I

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think, And she just was.

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And I think, understandably, and, and, and movingly afraid that he would not be able to comply with complete police directives and that he would get into a situation where his inability to handle what was happening, or to communicate effectively or to

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really understand what was being asked of him would lead to harm, either of himself or of law enforcement, because the impetus for this is really to make these interactions,

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not result in any kind of harm to either the law enforcement or individuals with disabilities.

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And as we started to process through and more and more folks joined in the coalition we heard from the deaf community of their long time asking for this kind of legislation, or this kind of look really at training, I mean it doesn't necessarily didn't

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necessarily need to be a legislative fix but they participated that in the process I'm where I, I believe you have folks from the deaf community on your commission least that's what I heard at one point, I certainly hope so.

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So,

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that's kind of.

01:41:11.000 --> 01:41:23.000

It came from two ways so one is from the individuals in the disability community, and the other is from a desire not to.

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Honestly, not to tell post, what to do.

01:41:27.000 --> 01:41:35.000

But to hopefully come up with a mutual decision of what would be a good path forward.

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And not.

01:41:37.000 --> 01:41:51.000

I'm not an expert on either police training or on training for individuals with disabilities so hoping to bring the those two sort of groups together.

01:41:51.000 --> 01:42:09.000

And then, it is a two year commission so your report would come in March. There conceivably could be time to legislate further if it was, if it was something that needed a legislative

01:42:09.000 --> 01:42:24.000

fix or in the following year, to really look at that programming and its implementation and see if it's ramped up and see if it's actually

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in creating better outcomes.

01:42:28.000 --> 01:42:36.000

What is the, what are the officers or the police folks or first responders.

01:42:36.000 --> 01:42:52.000

Experiencing with the training, is it helping. And what is the what are folks in the disability community, feeling about it is it making a difference or is something does something else needs to happen so we have after the march report, and we have a

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year to kind of continue in, in my vision which I guess actually explained from the get go, that it would be this ongoing dialogue, and maybe it transforms into something that examines individual instances and individual interactions and and becomes a

01:43:17.000 --> 01:43:27.000

way for folks that feel like those interactions have been negative or violent or harmful

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to re examine those and sort of see why why things happened and what could. What could have prevented or how increased information would have made for better outcomes.

01:43:40.000 --> 01:43:42.000

That's kind of leave that to Lucy. Lucy for what.

01:43:42.000 --> 01:43:48.000

Lucy for what. But it's Yi.

01:43:48.000 --> 01:44:09.000

Again that is that my desire was not to not to have a fee to post to say, you need to do this and you need to do it this way and it needs to be this many hours and I wanted done by this time, but rather to say what you have first this explorer exploration

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of what would be that would come from the disability community advocates and individuals to inform a discussion.

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I think that was a great start.

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I can tell you this, on the need for legislative decorations in the world that I work in. I have appreciated them like just this last legislative session when you guys had the one on restrictive housing in custody.

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That was another one we're having that Declaration was able to explain a lot of what you guys met down below.

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But that's just my experience, I'm gonna I'm gonna take it to heart, I am I, I honestly haven't had.

01:44:57.000 --> 01:45:07.000

I didn't think I had a bill that didn't have alleged debt so what's the big message. So yeah, it's important to sort of say why are you even here. Why are we even having this.

01:45:07.000 --> 01:45:15.000

Why do you even have this drafted. So yeah, well I see Jill's hand.

01:45:15.000 --> 01:45:32.000

My hands always up you know that i representative, I am live, I live in the central mountains and I'm one of the parent representatives. I'm also the executive director of an arc chapter up here but I'm here as a parent, And I think more, most importantly

01:45:32.000 --> 01:45:47.000

for me was that we wanted to make sure we weren't missing a point I think I'm pretty sure it feels as if we're right on track with what the intentions were, but it was just very important from for some of us and I think all of us really appreciate your

01:45:47.000 --> 01:45:49.000

time especially today.

01:45:49.000 --> 01:46:04.000

Coming to just make sure that we were on track and that we weren't missing something that was part of the intention of creating the bill so it's I don't, I feel like we're on task I feel like we are on track with what you're what you described, but again

01:46:04.000 --> 01:46:21.000

we just wanted to make sure we didn't have any gaps in what we were, what we were working on. If I could amplify any part of it, it would just be, please please please post, listen to the parents and the advocates and the real life experience of the folks

01:46:21.000 --> 01:46:31.000

on the condition and that really was the reason for the season.

01:46:31.000 --> 01:46:38.000

Did anybody else have any questions for one shot and opportunity.

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If you don't say, what were you thinking, as you're preface to the question.

01:46:43.000 --> 01:46:49.000

No, I think we arrived at sort of everything you said. Just as a consensus.

01:46:49.000 --> 01:47:03.000

We might have gotten there a little quicker with a declaration but I think it was a useful exercise to all discuss why we were doing this. I don't think we talked about those headlines, specifically but I think they were circling in the ether.

01:47:03.000 --> 01:47:19.000

And as the other parent of a disabled child. You know what you described with your constituent that's that's my daily, you know, life, as I have a child who's grown in the last year and is it has a lot of police interactions.

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We've been lucky that they've been almost entirely very positive.

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But, you know, I live in that same fear.

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And there's a lot of support and consensus in this group.

01:47:35.000 --> 01:47:49.000

And you know that's what the fop and law enforcement folks said during the process that they want to have inner, I mean, that's what our community wants that's what law enforcement wants is just to have.

01:47:49.000 --> 01:48:06.000

And I know it's challenging I mean we're asking so much law enforcement that they'd be up to speed on so many things and adding more and more, all the time and hopefully we can support that at the legislature with funding for alternate response models

01:48:06.000 --> 01:48:23.000

and and funding for mental and behavioral health and housing issues and so all of that that supports the community as a whole, hopefully lead to better, more community safety and better interactions on force.

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And I do want to urge you, I put my

01:48:28.000 --> 01:48:35.000

contract in the chat and, you know, honestly, if you, if you're in the middle of the meeting and you have a question.

01:48:35.000 --> 01:48:53.000

Shoot it to me and I'm, I mean, I can just give you my opinion so only was one of, I think, for sponsors on the bill so I'm not the be all and end all and now, but I certainly happy to dialogue or get feedback and I look forward really to the work that

01:48:53.000 --> 01:49:06.000

out in March and so so appreciate the folks that applied I think a lot of people applied. And then the folks that are now serving. And I hope it's a good cross section I hope your dialogues have been good

01:49:06.000 --> 01:49:14.000

We had a big party from one to three so I don't need to stick around if you don't want to

01:49:14.000 --> 01:49:18.000

offend nobody else has any questions we can let you go.

01:49:18.000 --> 01:49:19.000

Cool beans.

01:49:19.000 --> 01:49:29.000

Okay, this is just email but my signature on the email has my cell phone to this long as it's not one in the morning, you can always shoot me a text.

01:49:29.000 --> 01:49:35.000

Thank you so much for what you're doing and for serving and I hope it's fruitful and meaningful.

01:49:35.000 --> 01:49:39.000

Thank you so much for coming representative front and really appreciate your time today.

01:49:39.000 --> 01:49:45.000

Thank you for time, like.

01:49:45.000 --> 01:49:50.000

So the rest of today was scheduled to be

01:49:50.000 --> 01:49:52.000

for the subcommittee.

01:49:52.000 --> 01:49:58.000

We don't have a full commission plan so I don't think we can all do I'm correct
Kathy.

01:49:58.000 --> 01:50:00.000

Well, they're all here.

01:50:00.000 --> 01:50:02.000

So that's that.

01:50:02.000 --> 01:50:10.000

Cool. Well hey was nice seeing all of you will see you next week.

01:50:10.000 --> 01:50:25.000

Before we jump off I just want to, you know, I know that I'm, and maybe Jennifer
you can speak to this too. I know that we've been seeing the town hall, I've been
seeing over my networks the town hall, a town hall flyer announcement about the
meeting

01:50:25.000 --> 01:50:28.000

next week.

01:50:28.000 --> 01:50:47.000

So do we have a mediator is Courtney or Kathy Are you going to be mediating that
meeting and yeah I think so the the basic subcommittee, basic Academy subcommittee
not the basics of community with the academy so committee talks about that this
morning

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so I can fill you guys in what they discussed and what the recommendations were
from cheap Gordon who's run several town halls before, as I can. I'm going to fill
you in on all that.

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Okay.

01:50:58.000 --> 01:51:05.000

And also on the survey, I looked at earlier this morning we have a grand total of
six responses.

01:51:05.000 --> 01:51:13.000

So if you guys can hit up your networks to get responses to that that'd be great.

01:51:13.000 --> 01:51:25.000

And then after discussion after the other subcommittee has time to discuss their all of their things on their agenda, then I will circle back with everybody and let you know what the plan is for the town hall.

01:51:25.000 --> 01:51:26.000

fair.

01:51:26.000 --> 01:51:31.000

Sounds good to me. Thank you, I appreciate that.

01:51:31.000 --> 01:51:43.000

Very well. Basic said Come here, you guys are good basic Thanks everybody. Take care. Thanks.

01:51:43.000 --> 01:51:49.000

I don't know if you guys ever watched the transcription at live down in the bottom of the screen.

01:51:49.000 --> 01:51:58.000

Sometimes it's kind of funny it actually does a better job I think the most cart that I've seen the computer aided real time translation, I need a better than a lot of those.

01:51:58.000 --> 01:52:05.000

Sometimes it's kind of funny, anyway.

01:52:05.000 --> 01:52:19.000

Chair of the subcommittee, I was gonna ask a favor and Daniel already did it but I haven't had a chance to eat lunch to care if I turn off my screen for a little bit, even though I'm gonna I'm gonna run, and then I'll be back at 130 How about that Katie

01:52:19.000 --> 01:52:23.000

though. That's totally fair if you guys want to take a break till 130.

01:52:23.000 --> 01:52:31.000

And then, that's your scheduled time to meet some members of the public can join at that time to that will be fine. I'll just mute myself stop my video and we'll see you all back in 10 minutes.

01:52:31.000 --> 01:53:01.000

be great. Thank you. Thank you guys.

02:02:32.000 --> 02:02:34.000

Hello again.

02:02:34.000 --> 02:02:37.000
Spend 10 minutes

02:02:37.000 --> 02:02:40.000
felt like

02:02:40.000 --> 02:02:50.000
there was enough to gobble up some food so we're good.

02:02:50.000 --> 02:02:54.000
So, um,

02:02:54.000 --> 02:03:06.000
the other subcommittee met this morning, and there was quite a bit of discussion about what the town hall will look like some recommendations came out to a couple things.

02:03:06.000 --> 02:03:14.000
It's really hard to set a limit now is what they talked about, actually, before we go over this.

02:03:14.000 --> 02:03:20.000
There are some public attendees. Can we just see if they want to would like to say, just before we get started.

02:03:20.000 --> 02:03:22.000
Yeah.

02:03:22.000 --> 02:03:26.000
Caitlin.

02:03:26.000 --> 02:03:34.000
Hello, no public comment I'm just here to learn about the town hall. Thank you. Thank you.

02:03:34.000 --> 02:03:36.000
Coral.

02:03:36.000 --> 02:03:39.000
Now, I made my comment earlier.

02:03:39.000 --> 02:03:44.000
Do you want to say, do you want to just say your request again to this group since they were there.

02:03:44.000 --> 02:03:57.000
Yeah, I am preparing some testimony and was just interested in how long you might think about giving folks and whether it was going to be more than two minutes two minutes is difficult but I completely understand the idea of you don't want some drinking

02:03:57.000 --> 02:03:59.000
an hour.

02:03:59.000 --> 02:04:13.000
But I'm just interested in kind of. Obviously I will structure my testimony differently if I have two minutes versus five minutes. And so I'm just interested in what that might look like

02:04:13.000 --> 02:04:23.000
a quick question for you if you had. Now granted, like you said, an hour when there's lots of people but if you were able to have how much time you needed.

02:04:23.000 --> 02:04:26.000
how much time would that be.

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I would love, maybe five minutes instead of two like I don't, she was hard because what you're asking for our people to talk about how, what scenarios they run into, and and two minutes is not that many and, at least for people with dementia, if you think

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this is probably the same for other disabilities as well you know if you have a bad day or a bad day and you're not doing whatever you, you thought you were doing that day and so I would like to be able to at least just cover some scenarios that are Association

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here's, here's about, and two minutes is just not a lot of time. So, I would appreciate if, if, and I can also appreciate though if you have 100 people signing up, that's not going to be possible.

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But if the number of people that are signed up, allows for a little more time per speaker that you allow for that.

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If.

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Thank you.

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Thanks girl.

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And Linda I know you said earlier, you don't want to say anything but I will just give you another shot here.

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No, I don't have any comments. Thank you. Okay, thanks.

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Okay.

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So Shannon Do you want me to. How do you want, do you want to think on the agenda. The discussion of town halls at the end.

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Do me to save my comments about what the other subcommittee talked about till the end.

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Yes, please. Okay, sounds good. I will hold that.

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says is kind of, it's your show if you want to take a terrible time with my mute unmute here.

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If we have a second I just want to kind of throw a little comment there for something else to think about as we're thinking about requirements for training to have just a minute.

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Cool. So, I've pondered this a lot recently because my agency keeps getting involved in critical incidents.

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We had Estes Park, we had the fire down in Boulder County where we assisted them still assisting them. And then we had a, an officer involved shooting on Monday.

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And I think about the requirements, we're going to place on both the trainer.

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and on the individual officer for training in Word.

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If we have somebody who has such a too high of a level of requirement for being the trainer, if the officer Mrs their training day that's going to cause a pretty big problem.

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I mean we have an issue like Cameron peak this three months long, and there were training days people missed because they're turning these are on their off days but that's also off days is when you cover it extra shifts.

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So it's just something that's been in the back of my mind as we think about what the requirements are both from the instructor standpoint and from the officer standpoint, just, I get where we want to have as much as we do.

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But if we can tailor and flexibility.

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It might be a good thing. We don't want people to be cutting to be out of compliance either.

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I am and I agree it's, it's very important and there's so many different circumstances. I think one of the big concerns that is in the back of my mind is ensuring the quality of that training.

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You know, it's, um,

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I think that's why it would be good to have a couple of options. I like the toolkit idea but we have to be able to ensure that they're applying it appropriately.

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We can give them all the resources but how do they apply that and make it quality, you know.

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The other thing is, is if we built a standard curriculum. We made it available, potentially on the course website or whatever it was some type of

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an online learning, I know that most of us are not fond of that, because like you said people just click through. But if they have something available under circumstances like that, you know, we all had to do dog Protection Act what happened when we all

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had the critical incidents. During that time. We all had to meet those requirements regardless right right so much a crappy video, and the scenario agency we do, I understand, but we could do something more quality, you know, if that was the direction

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that we chose to go. So, with that, what are your thoughts with it, Chris, I mean I guess I worry about so I've been trying to put together a training on deaf and hard of hearing and the agency that I'm working with on that.

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We've had a lot of back and forth to try and figure out how we're going to make this work. Just because we have set training days that it's going to happen they have their schedules that they need to work around, and it's we've made it made it work, and

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that's great. But what if the deputy ministers that day.

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Oh no, you know what I mean. And that's just what I want to, I just want to I want to make sure that we're able to figure it out and I'm just one agency asking if we all start asking, and that dynamic changes for those agencies that if we're saying that

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you have to be in the deaf and hard of hearing community in order to provide Deaf and Hard of Hearing training.

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We start limiting that in a major way, and I've had major struggles in the deaf and hard of hearing community, in the last couple months trying to find training for my deputies struggle a lot on another challenge that we're going to face and I'm sure,

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Another challenge that we're going to face and I'm sure, Dan, you have this I mean, our, our training schedules are done for 2022.

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And we have to complete this by the end of 2022, so we're going to fit that in for our guts and who's going to teach it, How is that going to happen, you know, 2023 I think we have a lot more leniency to figure out how to implement that and put it in

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there but I think it's important for us to really look at a huge picture here, how I would like to make this applicable for everyone. And I had in my mind that we could just put together this lesson plan we hand it to people, and then you guys go ahead

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and follow this make sure you're covering all of these big bullet points. Here are your resources are all attainable, they're all, you know, legitimate resources.

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And again, like you mentioned last week.

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People are not an expert in the field of every single disability. And again, we need a disclaimer for this that it cannot be all inclusive, because how in the world are we going to cover every disability.

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And I heard about that as well. But my intention point that I was just those folks that are in the law enforcement world or in the training of law enforcement world, we, we just need to have a lot of flexibility because the reality that we're called first

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first responders for a reason. Right.

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Maybe we drive be proactive but when something goes bad we all run.

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And that means we miss other things. So, just just so it's on it's a Top of Mind awareness for all of us as we work through this. That's all. That's my goal is

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that from your point of view, from your perspective. How, how do you see, we could structure this to where it would be most available and quality gel, go ahead.

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Yeah, so I guess I Ireland, a nice need to say that being married or first responder I get it when the when the pager goes off I know what happens.

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But as a, as a person who advocates for people in in their environments and I can use schools as an example and not having enough staff right now I get that but that's not the problem of the person I'm, I made a big advocating for right so I appreciate

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and I want to honor the fact that we do have some of these constructs, but at the end of the day I'm still going to be pushing for exactly what you just said him something that's good quality that will have to be implemented and so it is you You all know

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this, it's going to have to be embedded embedded into 2022 somehow, some way. I love the idea of having a sample lesson plan. I love the idea of us going in and cleaning up the resource so that it's easy for people like I'm just putting stuff in there

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and I will go to. Courtney and ask her to create a file for a couple of things because I couldn't figure out how to do a new file because I'm just completely inept at this platforms.

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I think we can clean up the resource kit I think we can do a sample lesson plan the thing that's missing for me is the accountability piece with, you know, if you have

somebody who's on a, who has to go to, you know, has to be a first responder and go

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to an emergency, and isn't able to do the training, then how are we going to catch up to make sure that person is going to be able to take the training and if that means they go to a neighboring department or, or somewhere within that year time how are

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we keeping track and what is the accountability piece that's that. That is the piece that we haven't I haven't felt like we have, and maybe that said, I get mixed up objectives and outcomes and get mixed up with these now so outcomes, we want to how do

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the outcome. And that, and that's a piece that I, I'm good with leaving it very open and and flexible because that is exactly what the representative said today's you know she wanted it to be that way, but I also want to be sure that we aren't just throwing

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something at the wall I want to make sure that there is some accountability piece that's what I would say.

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Mojo just a comment on the accountability piece. If there's me a data training in Colorado. That is, police and agencies are held accountable for giving post that training.

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Those training certificates, and I guess I'm just a little confused with is the in service mandated training I know we're looking at Academy, as being that mandated piece of how they're going to be helped, but from, I was a little unclear today, even

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with if that that that this is mandated, like, I don't.

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That has been from day one of the Commission.

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The, the interpretation from of the deal well, the Department of law, legal counsel, is that it is not something that post has to be done in terms of being able to hold agencies accountable for that training.

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There have been some other people on public attendees and different people who have analyzed the bill and come up with a different answer but how post is operating is that is not something we can mandate per se, now I think the terminology is

important.

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Recommendation mandate, considering most agencies do a great job of in service. I agree, there's a recommendation my posts they follow it is not necessarily Amanda.

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of hours for every officer for that year. And if you're out of compliance, and they have to put that in our training portal. And so we have records of all of that that the agencies are responsible for and records of what the training is i mean it's it's

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this reflective of what the training is so that can be data taken at the end of the year at the end of two years or whatever you want to say there's data being taken with how many people in are taking this particular, a particular module of

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in service with regards to disabilities because I because it's, it's one is, is the department providing it but to how many people are actually able to take advantage of it.

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So if there's data that's going to help us with when we're when we're reviewing correct except if it's not part of it, requirement, then we don't get data on it.

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Exactly. So for insert for example I use always teaching service at Lakewood when I was at liquid, and I would always, you know, human trafficking whatever my training was not required for them to take internally, it was so internally they tell their

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officers, you're going to show up for this you have X amount of hours.

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We're giving you you know this week off of patrol or whatever assignment you have and you're going to sit in four days of in service and part of my training was two hours of human trafficking.

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I don't give a certificate because they don't, the agency doesn't have to prove that they went through human trafficking.

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Then we provide it but there's a data tracking that happens across the board of agencies yeah so I guess as a, as a non law enforcement person that's the part where I think, well how are we going to, how do we know how effective this is and how do we

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know anybody's actually going to be doing it and, and it becomes one of those things with this is going to be something that a man is it that goes through the law that's you know a bill that's passed, and then we don't have any, any idea of what that

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is actually going to be put in place or it's, I know that there are for the most part, this this is just anecdotal so because I know for the most part people do the right thing people create the right trainings, they do the right things they have the

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right interactions with people, the majority of people, that's who they are, that's who they are. It's the headlines that bring it to light and, and then, and then we wonder okay so then what it as a commission of we're working hard to create this.

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Then where is that that end piece then and if it isn't mandated, I mean you're still telling me if it's not, and I'm not suggesting it has to be mandated, but now I'm hearing that we can even keep track of when it does, be it is presented or, or that

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how many, how many people participate in it. I'm, I have to say I'm very frustrated with with that like I don't have any. I don't have any data that, which I'm a data person and I want to see how things go so I'm frustrated and you don't have to have

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an answer for me and I'm not trying to have anybody I'm not accusing anybody of anything. I'm just frustrated with that end of this whole process. It's a challenge for sure.

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I mean, for the in service is different. Yeah. And I think in services that I believe that's what we're going to get the most bang for our buck. I believe that that's where people are really good at comprehend what you learn more if they have a desire

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to learn more know I believe in what this is.

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It's just like I said it's just frustrating at that end I'm sorry I will mute myself, I promise and not look at the left other hands go, Dan Do you wanna go ahead, what do you thinking.

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But you muted.

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Just two things real quick one is I think really the only way to truly measure the effectiveness of this program is, we also have to capture the data on the interactions of law enforcement with the disability community and how many complaints and use

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the forces we've had in those categories. And I don't know of any agency that really tracks that but I'm just a food for thought. And then also, going back to right how massive of an undertaking.

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teaching disability interaction within law enforcement, the topic alone to the first responder community.

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Is it feasible that you know, for year one we teach the certain disabilities and then for year two we teach these certain disabilities so we're hitting all the different categories throughout the years.

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I don't know, just a another food for thought because it is a pretty huge topic in a lot to cover in such a short amount of time but I also don't want to leave out any particular disability, just because we have no time.

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That's all right.

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I agree, I agree about the data know I'll talk about that some more here in just a second, which you got Erica.

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Okay, I'm going to try to be concise, because I could talk forever like Jill I'm, I'm passionate to for lots of reasons.

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I think I'm just reflecting on representative for Alicia, and what she said where this came from and remember I was on the group of panel of that panel, parents, talking about their children with autism who minds 11 and now five foot three, he's going

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to be a tall one.

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He has only me, so let's listen to that, that motif that light motif of fear that parents and probably people with disabilities have, and they live with it every day, how can we keep that as a, a way of just thinking, as we're thinking through this, given

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all of the challenges and Chris, I hear you. Everyone I hear you.

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That fear, just, there's lots of fear. So, how can we come together, you know with all of our goals.

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I agree, this, this in service. Fantastic. Can we may be really refine the learning outcomes and agree on those keep going with our in service, but also infuse these learning outcomes in that general curriculum infuse it in those areas that we already

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have existing. So we've got touch upon you know with the new recruits that that annual that that first curriculum that everybody goes through and least touch on it, to give them kind of an appetizer for the services.

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I don't know if that's even possible.

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One last thing I, I'm just going to keep putting this like like Jennifer talks about the disability voice that voice of people with disabilities.

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I can't emphasize enough that learning outcome of describing the subjective experiences of people with disabilities and even the parents just the subjectivity of just their experiences.

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I think that's going to go a long way if we infuse that in a lot of different places and I hope that makes sense. You know, to really understand perspectives, the other perspectives and we're all trying to understand, multiple perspectives here, and it's

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going to be hard to please everyone but I think we can come into a I'm confident we can come to some kind of conclusion and thank goodness this is a two year process, because what we create, we've got more time.

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So, thank you for listening. I hope you hear my perspective, so thank you I hear you I hear you. Now I think it's, it's important. I, I, it would be nice if we had more time to get this together.

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But we don't.

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And what did you have Chris.

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Hey, I just want to make sure that I'm not being misunderstood I. This is important, it's a huge topic I think it's drastically important.

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I think that the way, having the voices be heard, is also important.

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Like with my the deaf and hard of hearing what I want to do this spring is same thing. I don't want me to get up there and explain it, I want somebody who's deaf or hard of hearing to get up there and explain it.

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So I, I'm with you guys I think we're on the same page. In essence, we just got to make sure that when we were thinking that really big picture in the realities of law enforcement world, and that's, that's where it was really at is that the reality is,

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when we train in.

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And the goal is to be proactive not reactive and in this country I think a lot of companies are reactive and we really don't want none of us want anything bad to happen to anybody.

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So if we're proactive with trainings and emphasize that, then maybe, maybe, you know, everyone will be more willing to take on that extra couple of hours.

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You know of, of tasks, a week. I hope that makes sense to

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you know do thinking about what you said, I think, if you're, you're right most generally everyone will do the right thing. I really believe that they will I did the law enforcement agencies will take it and they will apply it and it most generally will

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be quality, and you guys to protect us with that not protect us but to protect the integrity of the delivery of the training. Maybe we include some type of verbiage that you know if you don't have the ability to say bring in members of the community to

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present you have the ability to go to maybe larger agencies who will or, you know, something that helps the agencies feel not so burdened potentially by this.

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It just becomes an expectation that we're going to meet the needs of this training

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It's awesome. It's good I haven't had a chance to look through it but there's so much here What are you thinking with these resources here, and all of you had a chance to at least open, move it and look at that I probably haven't because I just put it

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on this afternoon Chris one of them is, it's a video I was thinking of you because I was going through all my notes, it's a video of kind of a coerced confession.

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And that's why I've been trying to find that because that's a little bit different from that's a communication thing versus a specific disability but it's more communication and what happens when interviewing tax, so I'm still looking for good material

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for how to interview better and some. So there are some modules in there that from this Maryland training, but that's, I think that's.

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If I don't expect anybody to have looked at any of it except you Shannon you're awesome.

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But that was my, my one was to answer to that one because I know we were saying, Where can we find some good examples and it's not that simple to find to good find good examples for how to interview on scene how to is it you know as a, as a witness or

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how to interview, how to you know when you do an initial arrest and then what happens once they've opened the booking process. There's not a lot in there, to find good examples.

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So I just put that video of a bad example that's used in some training modules, I'm chilling for me anyway because I'm a mom of a young man and that's, it's a young man who's, you know, coerced.

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And then the other piece was just basic, basic idea and kind of, I was surprised that I hadn't brought up and that none of us that none of us had brought up person first language like that is like one of our mantras that we always put out in so there's

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a there's a good little thing about Person person first language in there too and try to teach that all the time I just it's an assumption that I have that everybody does it but that's because it's my world, and it's not the way it goes.

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So, what is my intention my intention was just to beef up that more of those resources in with, I'm going to call because I can't talk to you guys because I can't discuss this off these calls, I will probably work through with Courtney to put those into

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a file because I couldn't figure out how to just do new file for this or new because I couldn't download full on folders, and that's what I need is a folder to put some files in

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the most us about it but I think it means really good resources and places to draw really good material, and a lot, I only saw one of the videos so far but I know one of the, one of the other things that I did and I want to ask you this question I'm sorry

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I'm kind of going tangential on this but one of the, it's a, it's a takeaway for people so there is, I have the front in the back side of a communication tip card that's, you can fold at tri fold and it can go in your pocket or wallet or whatever, and

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it is for first responders for law enforcement.

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It is produced by an arc chapter Arc of Aurora, actually, it's not mine. It's not my material I did put it in there because I think it's excellent and it's an easy quick reference for people to carry with them.

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And so what do you what do you think what do you thinking about like if if I somehow we could connect up arc of color Arc of Aurora to be able to to contract to create these and then disperse them how does that look like that How does that look like what

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the actual physical takeaway that we can disperse, because I give them out to my departments here is what I mean that's what I do here. I'm super excited that you brought that up because I was actually talking to my husband about it.

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But I was telling him about it because we have so many actual physical resources in trifles and all the things he Chris like you said you provided for your devotees,

but I guarantee my guys we're not going to pick them up on the table they carry with

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them. So with our in service training can we create a little folder or something that we can make these electronically available for everyone.

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So I think that may be an option because I think it's a good takeaway, so I can dismiss yeah what I was going to say is this came up this morning in the basic Academy subcommittee to, and it was the issue of can we as post host certain things on your

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page because we host a commission page. it's how still 21 1122 commission page on the post website. And as you guys are developing more and more materials, we can start actually hosting things on that page like a law enforcement resources page that can

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have all kinds of electronic information. We can host a curriculum, we can host up just whatever you want, right and it can be right on that page and we can send links to people or we can just, you know, guide people to that as a resource where it's all

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kind of in a centralized area.

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That would be amazing you guys agree that it would be a great benefit.

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I agree and that's what kind of what I meant when I was saying that we can clean up the toolkit because I'm making it a mess. I take responsibility for making it a mess but if we can clean it up to make it easy easily navigable.

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Is that a word. It is a good word, if we can make it easy to navigate for people. I think that's going to be.

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And I know that Erica You started it and then like I said I make I've been making a mess of it so I want to just tidy it up, and to just a button here we go.

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I'm sorry the file share was initially being used as a tool kit mockup.

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So this did this discussion came up earlier in the other subcommittee. Because what I don't want to have happen is people put in a lot of time trying to get things in

there, because it does not where it's going to be housed.

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So if you want to write a like Jennifer is putting together a list of resources under each category

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for the basic subcommittee for each, each category the basic curriculum that has been changed her attitude. So Jennifer and Janet are going through and providing resource links organizations or resources like kind of effect where that's going on and instead

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of having Jennifer add all those resources right now to the file share which will, everything's going to be moved out of there eventually right we're just using that as like a mockup structure.

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She's going to put something in like in a Word document, with all of her links and stuff that then she can update on a regular basis but so she's not messing with the nuance of the file share, having folders deleting folders, adding files that kind of

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stuff. She just has to focus on one document that she's creating she can upload that so everybody can look at it and link it through that way like in a Word document, and access links that that way in case people have questions or want to see specifically

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what what the sources are versus using the file share to share all that, if that helps at all.

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I just don't want people to waste a bunch of time in the file share when that's the structure, you guys were using that as like a structure idea versus.

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This is the final product.

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Right. Okay.

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It makes total sense so utilizing the area on site would be for completed materials is far as resources.

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Yes, so then I will share again I will share that. So we already do that for the required mandated in service right so legislation passed the bill of 2331 315 that

we will mandate certain in service training.

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That is what would need to change in order for this in service to be mandated in order for us to have any authority to mandate it, we don't have any authority, outside of 2331 315 to mandate in service.

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So on post website.

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I'll share the link, you can see how we how we post this mandated training now. And

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just so you can kind of see a little kind of how a post website my look.

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If the post was was housing this where you can see all the resources that we have for mandated training that currently exists for in service,

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what was discussed earlier, just for context was that maybe your recommendation is that instead of content being put in the toolkit, links, being put in the toolkit versus asking people to vet content, but to vet organizations that then have links in

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them. I'm sorry that have links for them and then that would be maybe updated on a yearly basis as things change on the internet of things that make sense to everyone.

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That's just being recommended has been discussed on the other subcommittee of, you know, how, if this is because what they did this morning is they went through all your resources that you guys had already put in your toolkit to see how can we add these

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to the basic curriculum to what can we, how can we make this more cohesive and.

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So those were all discussed with them in terms of like,

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what would it look like so this was one example, who's housing and this is one example. And then how, how often are post staff going through and making sure these links are still valid.

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That's good and Jennifer What is he can.

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And he just had a question because I was thinking about a little bit differently.

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Um, Eric has sent out the email about the disability license law.

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Did you guys see that.

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And I think it links to your license plate is that right.

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It's on your driver's license it would be in a kind of a just a symbol or something that would be on a driver's license or a state ID, when you, when a person with a disability that as maybe some communication challenges or anxiety and we'll be able to

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communicate very well, hands it to the officer. That's a signal, you know, to the officer, saying, hey, this person has some anxiety, mental health condition disability that is where there's some communication challenges.

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So, it's just one, one trigger to help the officer understand, without having to do you assess, you know, it's just one, I guess symbol and I just thought it was really cool to share, you know, to share it.

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Thank you. quarter.

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There isn't the bill to have the flag added to the license plate for anybody the driver or anybody who's vagary in the car, so that the officer at know ahead of time if says there's somebody in the vehicle.

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So what I was thinking is, I don't know what officers have access to when they're in their vehicles. But is there a way to have some kind of links to to these kind of resources so that when they see that symbol, they can click on different like communication

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tips before they leave the car.

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That's I think what we're looking at for sure. When we have new, new bills like that come up, or new laws come up, then we definitely want to cover that in the training.

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So that, with that specific example we would definitely want to include that tissue recognition, because that's new for all of us.

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Does that make sense.

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Yeah, I didn't mean about the law, I mean about how to communicate with a person with that particular type of disability.

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Like if you don't remember everything you learned about communicating with somebody who's staff or has autism or whatever.

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So basically, if you're asking what resources a cop has in their patrol cars and they've got a computer, and the quick answer is, if they're if they're doing a traffic stop officers are trained for officer safety to get out of the car immediately.

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Because a lot of officers get shot sitting in a car.

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Stop so they're there to your train to remember my training, you're literally like opening the door, as you put your car in park today so you can get out and approach that car immediately so that you have the benefit.

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For your own safety.

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As if I don't if I would not anticipate that police officers would ever be trained to sit in their car and look at resources, regardless of what alert may come up because their officer safety is number one so you're going to get out of your car and approach

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the car.

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Emotional Jennifer is going to be covered in training, and they'll have a good understanding and this will become an annual training for agency so it'll be reiterated on an annual basis for sure.

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Okay, thank you guys.

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Do you guys have anything else before I move forward.

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Any other thoughts.

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I guess I just want to know where we landed. So, That's my next step kind of desire to play it up so I know where we landed and what we need to get this right, we should move on to marching orders.

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Humans are marching, they're running joke now but I know it's completed one thing and where we're going next window we need to figure out what direction we're moving.

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So, I realized last week I was kind of going the wrong direction with my thoughts, but I was under the impression that we were going to work on kind of a standardized lesson plan that would make available.

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And that was mentioned today that maybe that's not a bad idea, and not write a full curriculum, potentially but put together something that, again, maybe isn't all inclusive because I concern that we won't be able to do that.

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But I'm covers as many of the topics as possible.

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With our resources, I have a question about that Shannon.

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Have we gotten into lesson plans. I mean, or looked at lesson plans are there even any lesson plans included in the material that has already been reviewed.

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So, regarding this this material yes we've received numerous lessons as examples, covering most generally all disabilities can stay in understand okay what it is.

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Yeah, it's amazing summer us toward in service and some are for basically Academy training, so we don't have to reinvent the wheel most generally I think, okay, we utilize those resources and we put them together in an organized fashion to be a lot easier

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to understand and then follow.

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easier to understand and then follow and carry, I guess it was maybe you and Chris being the only two who had, and I don't want to make any assumptions about Dan because I haven't worked with you, dan before but I don't know who has the experience writing

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lesson plans for law enforcement in service training.

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A couple weeks ago or last week so if you guys are still willing to do that and move forward with that I'm absolutely willing to do. I think the hiccup came from when I requested that everybody give some input.

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And I think it was a miscommunication on my part. I'm not asking for you to be an expert in that topic but to provide from the resources that we, we have been provided just some information important points that we should include them.

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That is more or less what my intention was when I request another system. Okay.

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Yeah, it wasn't for us to take the position as an expert on that specific disability.

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So just just pregnant.

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points from the resources that we've been provided again the resources that Jennifer's provided everything that Jill has here, just kind of take a look at it and then figure out in a certain area, what the most important aspects need to be cover that

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we can deliver and we can lift and that's my thought process, guys.

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So as a non curriculum writing person.

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It's, it is a.

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It's daunting to think about for me it would be I would for me and this is how I learned and I can, I can adapt to whatever everybody wants to do for me if I could see if I could see like that lesson plan and then, and then build into it.

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That's easier for me.

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I'm just going to put that out there that's easier for me but I'm, I'm completely willing to start with what we have and building around what we have.

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I just, it just seems a little more chaotic, in my, the way my brain works.

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And that's great and you know i reflecting on for me writing curriculum. I enjoyed. I've done it for years.

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I have a very large curriculum for the basic Academy that I've created and Chris I know that up. Then have you done and also a little bit. Yeah.

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Um, but, so it doesn't feel as daunting to me I think there's just so much I don't want to miss anything and that's more or less why was requesting assistance and input from everyone else, so I may have written lesson plan.

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I hate it, that's the part I don't like. I like all the research that goes behind it. I like presenting it but if I could never ever write a lesson plan again my life would be complete.

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That's how most people feel Chris cannon is a weird one not you know we let her be a unicorn. Yes, he is a unicorn has her hand up.

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Oh, Jennifer Yes.

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So this may be a moot point based hell it is just said but I was wondering if we could take like a lesson plan that you know that Chris has done or that she hadn't have done or someone that we know and trust is done and then build on that versus just,

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you know, a random one.

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No, ma'am. unfortunately I don't have anything regarding this subject matter.

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My, my subject matter is quite different. But honestly, to put it together into just construct it and get it going. If it's it for me I don't feel like it would be overwhelming, and I can work on that, and other put out.

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I would honestly if you guys could give me a week. I just received a text that they shut down my child's school until next Monday at least so I'll be working from home and that's a little daunting, but if I could have a week I could certainly get something

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together just to give you guys an example that all of you have the ability to see God it's much better completed sample lesson plan.

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Just kind of explaining everything Have you had a chance to look at that.

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With I don't think everybody knows it and revise so initially there was one that we put in the file share. Janet is the chair of the curriculum committee for post board.

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So she knows what would be approved by them and what wouldn't so she revised it that it was so that it wouldn't meet the curriculum committee standard not standards but their approval requirements.

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And so then I put that back in the file share so that it would be at least the sample that the curriculum committee would accept. If that's the base that everybody's using.

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That's excellent and I can work with on. You guys are all good with that I'll put in the time and effort I wanted to do last week but I was just very unsure on what direction we're going.

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And that's a, it's a lot of effort to put in, that's not what we're, we decided to do.

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So, I'm there the way that my agency I think the way post is requiring some of the lesson plans be done is different.

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I have the lesson plan that I've used in the past.

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This on this subject that I can share.

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I can put it in the drive.

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Yes, if you'd like to for sure.

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And again, this would just be the sample for agencies to take and this will be the points that we as the commission, we are highly struggling recommending that you cover each one of us in this in service training.

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I think we do have the ability to build those scenario based type trainings for tabletop exercises something that will incorporate those personal experiences that we talked about, and will include the voices from the community, the disability community.

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But I think the first thing to do is get a nice structure down on paper so we can all look at it so it's a little easier to follow. And then from there, go ahead and provide some sort of content for each of them.

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Yes, ma'am.

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I really like Dan's idea about building every year on like the resources of what people have already learned. So are we doing one big lesson plan for in service, or are we doing like a lot of small ones.

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And what like what do we have the capability to do, do you think, most generally it'd be easier to do one thing.

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And then agencies, individual agencies could work from that, I think, okay, so one of my classes for law enforcement driving, I have seven different lessons.

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But it's based on what the requirements are in the postman.

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And if I were to hand that off to someone, which actually just did and it was quite confusing for them. For them to follow.

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Because under each topic that is required I had a separate lesson.

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So for this.

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It's one large goal. One lunch gentle learning goal.

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And then from there, our objectives.

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Know name directives, and we can include those all in one lesson. And then from there, each topic that can be covered can be placed into one lesson

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in my, in my whole big vision.

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You think.

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Yes,

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go ahead. Okay. Oh, okay. I didn't put my hand up but I'm looking at all the lesson plans a sample lesson plans and all of that and I, I still come back to, are we agreeing to the learning outcomes or, or would we like to refine them, I think, you know,

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I think I feel like we're going around the topic there to creating lesson plan without learning outcomes so I just would like to understand kind of where their group is out with, with that, I think that we need to learn whether we have no solid, they're

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very good.

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But there are definitely other areas that we could read.

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Yeah, no, absolutely. I think just starting somewhere and looking at the sample lesson plan and just how the.

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I think what you put up, Courtney that the structure and that helps I think people like me know what you how you write, law enforcement lesson plans, because the way I write a lesson is different.

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So that's hope that's helpful to me.

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I just uploaded the one that I did my agency submitted to post last year, for our reserve Academy.

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Oh, so that'd be a good place to start to look, we way at least my agency is doing lesson plans now has changed somewhat.

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In terms of the amount of detail that's on the right side of that, that somebody who is not the instructor in theory should be able to work off that right side and present the entire courses if they were you

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swear exactly did you put it so I'm exactly looking at the right place.

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I put it, I put it in the in service that committee and the very first.

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There it is.

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It says reserve Academy special populations so thank you so much stuff on there now it's hard to find it.

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Which is why I put it where I did so I was hoping in the middle of a meeting you guys could find it

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guys want me to try to clean that up and develop and put in like different file folders. That'd be fun.

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Sometimes my words do not get out the way I meant. Actually I continue getting emails and say I have 15 and 12 new file so look at. Yeah, yeah, yeah, you should see my, my, you know.

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Okay, I will try to explain just like common, common themes and put everything in there.

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So, the way my brain works is if we have a structure and then we fill in that structure that I'm making sure structure Yeah, you guys want to look at the files from a constructions me and then I'll just put everything in where they need to be.

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Now you're saying.

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I think it's good, it takes a while to go through, but we just have so many

resources in there.

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And, I mean, what do you guys think this honestly I'm good with the way it's structured I'm good with it, we just really have to go through things to find, find.

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We have a lot of ideas.

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a lot of good stuff.

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Some kind of touch on when Shannon mentioned like her driving lesson plan and how there's seven different lesson plans. I almost think that would be really beneficial in this case, For an example, if an agency had interaction with somebody with autism

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and it turned out bad right and that agency has the option to go into those lesson plans pull the autism lesson plan down, and then train everybody up on on that particular subject, most agencies are extremely good at being proactive.

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I think when you have the ability for the agency to choose which topic, they feel is appropriate for their for their area based on these contacts. Does that make sense.

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Just break it down by topic, were just create something lesson plans for each.

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Right.

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Yeah, I mean I kind of like that because then you have the option of, you know, if something recently happened in your, in your community, you can pull from that lesson plan to start trading right away, which is how both fortunate usually evolves right

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there's a mistake made, we'd be proactive we train everybody not to make that mistake again. And in most cases, the situation resolved so something kind of like along those lines I think would be a lot more beneficial than just kind of shot gunning it.

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That makes sense.

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Guys have any input about it.

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I have one suggestion, and I don't know if it's way too late in the game to do this but Bob Baker is our training manager at post. He's the one who's in charge of all in service that post.

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So he's the one who you know handles real 28. He's the one who, if the legislature does mandate in service.

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His team creates the curriculum.

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So, I think that he would be a great person to consult with to maybe invite to the subcommittee.

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I he I've kind of just very, very briefly told him what's going on but not in any depth. I know it's been busy trying to ensure that rule 28 compliance is, you know, it's that time of the year for law enforcement so he's been busy with that.

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And then unfortunately he lost a member of his team.

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We lost a post member so he's also been dealing with that. So, but, I, I would just suggest that he'd be consulted or that you use him because he's extremely knowledgeable.

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Absolutely.

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We would have to invite him to our subcommittee meeting, you don't have to. I mean, we can extend the invitation if you would like to, we'd be happy to ask him to attend. What are you going to say Chris it

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was a while ago.

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I'm sorry. Erica that made the comment a little bit ago about with I don't know that we still have objectives and knowing and understanding what our objectives are at the end of training when we went to Dallas or to know and understand to even have that

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figured out and then working backwards and that's how I designed training is I want my person to know my officer if I deputies and then work backwards. Are we going the wrong way.

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Yeah.

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Yes.

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I think we're in a lot of places where we maybe we just need to really be solid on what our objectives are learning outcomes our outcomes objectives, etc and then fill in the gaps mean that it's not working backwards it's actually working forward.

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And I wouldn't suggest that maybe with the basic Academy that they're learning outcomes that we don't have to reinvent, a huge wheel I would suggest that we look at what basic Academy learning objectives is and then build upon those.

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So, I'm sorry I didn't mean to interrupt the problem with that is so we haven't designed to those learning objectives and the basic curriculum.

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So there are so many areas where we suggested.

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And in those learning objectives, but we don't have the actual verbiage for them or the purpose under those areas, but haven't they been, haven't they been working on that in there subcommittee,

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or basic subcommittees. Yeah.

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Yeah, so they've, they've gone through the whole curriculum and added where they think,

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where they think things should be added to and that this morning they discuss even how many hours they think it would require to add that I don't think there's anything something interest to us.

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But, and I know this is so hard on you put me. But if we had the ability to upload a few of the examples that we had in the files.

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Previously, from the in service trainings and, you know, within the state from outside of the state. I think that would help us with having more examples of those learning objectives.

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Yeah, I'm happy to put back all of the examples our system automatically deletes

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you these files after 30 days so if they're not access there. They're gone. So I had at the beginning, you know all the in state curriculums, and honestly curriculums I'm happy to add them.

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It just takes time because it freezes my computer but I can just.

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And I know it's a jam packed but if you could honestly take the lens, maybe not, because some of the videos in the, in the PowerPoints were great, but maybe if we could really focus on the ones that provided lesson plans and not just PowerPoints, unless

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the ones that are the PowerPoint show the, the learning objectives and performance outcomes or vice versa on on the actual slideshow.

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Yeah, I can go through all the anyone pulled in and out of state for those just the ones that have lesson plans and.

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Okay. They were pretty complete they weren't actually some of the better resources I think were you guys able to look at them.

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Yes.

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You guys all looked at them initially because you guys have lots of discussion about them. Yeah, sorry I was going through the files right now and trying to just I'm just, I'm as we're talking because we're not, it's harder for me to not share a document

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because I'm trying to stay on the same page, literally stay on the same page. But as I can see that as I'm clicking on to these insert these curriculums they're not, they still have the headings, but there's nothing in them.

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So they were deleted after 30 days. So I just want to be sure that I'm like, wait a minute, I still see something but then as I click on to it it's empty.

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I gotcha. I gotcha, sorry about that and going too fast. No no no no, that's good.

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And then, I'm Jennifer what what did you have.

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Jennifer.

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Being able to unmute had the same problem really.

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I might be able to unmute her.

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We'll see if I can do it.

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Help.

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I can ask you to unmute, but then I think you have to unmute.

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And that now. Yay. There you go. Okay, I have to get with them and come back in because everything's freezing. I just wanted to say I actually really like Chris's idea of going backwards.

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And I was wondering, you know, just after the town hall, when we're sharing what the concerns are.

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If some of those could maybe be our objectives is to address those. And then, and then base. The lesson plans on that.

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I think absolutely right and maybe we will say my object is up to the telephone, but with a working document we can only happen.

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Well, I think, moving forward looking at the timeframe that we have to really need to have something, put together.

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a huge impact but with the examples for the outside curriculum and out of state curriculum and also give us great objectives to go by and yeah No problem, I'll add those as soon as I can.

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If I started now it would kill the zoom meeting so I just have to time it where I don't have a lot.

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And we can make his know.

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And whenever you get them done this, I think.

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Since Dan suggested doing a separate lesson plan for each it. You know I think they'll probably be about the same amount of time. It might be a lot easier to do it that way but I'll start working on and just to give me there isn't a view.

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And so we can look at him.

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Now we can start out into them.

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And we can start out into them. And the thing to think about that too is chances are, we're not going to sit down for 48 hours and do this training we're going to break it up through the course of the year.

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So having the everything broken up for people to pick and choose what they're going to do today and what they're going to do next quarter is good

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night circle back to something Jill said I went back to the basic Academy curriculum looking at the learning outcomes they have and when I looked at them initially there.

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There's some Lucy. Lucy ones that we could rapidly, kind of, improve on like for example, the student will describe some basic ways peace officers can change how they interact with people with disabilities in an effort to achieve better outcomes.

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It's not specific and that's what the Bloom's Taxonomy was is to help make it more specific so that there are more accountabilities to what officers are learning and.

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So, I wonder.

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Maybe after the town hall we kind of look at all that information look at what we have here and really solidify some learning outcomes so we can build the curriculum, by good know and they think everything you are meeting today, with a representative

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and everything with the tomo little benefit that run product for sure.

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And there's no reason why we cannot go back and add more objectives and performance for performance objective learning outcomes.

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And I think it's a work in progress with all of us and we're all learning from this is someone taking notes next week, I'll be in the car driving someone to the airport.

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So just wondering if there is a central person taking notes on what people are bringing to the table and the town hall.

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Ok, ok, ok, will be recorded.

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And to that, you know, everything will be on closed caption we're going to have an ASL interpreter also it'll be

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okay.

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But thanks for giving us a heads up that you won't be on camera I'm assuming to. Now I like Deborah before I'm not going to make you dizzy.

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And also have my son in the car and somebody else are dropping off at the airport so I want to make sure that well this is public I guess it doesn't matter I could always put it on.

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Yes, totally up to you know my phone just dies if I have my.

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The data just doesn't like it if I have video and all that stuff but in again for the time when we don't provide input, right here, observing.

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Okay.

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If you're ready to have that conversation I can tell you what the rest of the group discussed.

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If we're to that point in your meeting, and we can do that let's let's discuss that quickly and then I do want to review our timeline.

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Before we, we sign off.

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Okay, so the rest of the subcommittee had some conversation about that and the kind of vision was and the recommendations of Chief chief Gordon has run several town halls so his Cathy, and post the post and do some leadership, we're going to have some

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meeting tomorrow afternoon just to look at the structure of it and how we can best facilitate just so we have some, so can run smoothly.

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So cheap Gordon's recommendations were a couple things one that there's a moderator.

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That can be chair, Chris if you want to be the moderator chief Gordon is offered his services T's and C's run them before that can that has not been decided who the moderator is but a strong moderator can keep them meeting moving.

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What a structure piece, since we're going to be, it may, you guys can decide whether you want, how you want to structure but what the earlier committee was thinking is part q amp a part kind of just listening.

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Right, so the beginning would be the moderator would kind of introduce everybody kind of quickly for time sake unless you guys want to introduce yourselves, but not, you know, long introductions because I will eat up.

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A large portion of the meeting.

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And then an overview of what's what the mission was and what has been accomplished kind of where the, where, you know, the subcommittee's what the goals are reached up committee that kind of thing.

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And then have received questions either electronically through the chat or through

a monitor monitored email address which would be mine.

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And Kathy could help me monitor the chat and then we would then ask those questions if there's just questions for people who are attending from the public who want to speak, because how it's being marketed for lack of better words how it's being proposed

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is that people are attending to share what the concerns are from the disability community what scenarios, they faced before, what are the actual issues that they face when they're interacting with first responders.

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So people who want to speak on that account will have time to speak. Hmm.

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How that how that specific part of structure we haven't decided yet, whether it's that they put it in the chat here. You know, if somebody says I would you know I'm representing this organization or I'm representing myself and I want to speak to let themselves

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be known, they'll all be attendees it's going to be another webinar style.

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So then we would allow them to speak just so there's a little bit of structure there. And the question that coral reefs at the beginning of this meeting, and last meeting is what that timeframe looks like for people who would like to speak that hasn't

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been determined, it was discussed with the last subcommittee.

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It's kind of hard to know how many people are coming. So forget 100 people, versus five, you know that's obviously going to change things and then making sure that the entire community knows that if if their time runs out that there isn't that they can

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continue to provide feedback or have their voice heard through email that would be shared with commission.

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And considering that, if there's the same question being asked by several people we can kind of filter that, because we'll be getting the chat, and then filter that out.

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Same thing if, if you've heard somebody speak about a specific issue that you are going to speak at that consider that noted, and allow somebody who's speaking on another topic, have an opportunity just depending on time.

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So is that that I hit everything Kathy that they took.

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and the importance of sticking to two hours to honor people's time. And what I put in and what I pose to the others of committee was, if it may be.

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It may be designer or maybe important for all of you to chat after the town hall.

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And so we can accommodate that if you guys decide to stay on the town halls from one to three and you guys would like stand from three to 333 to four whatever you guys want to do.

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I know several people have cleared their day to kind of provide for that time, but I don't, I can't speak for everyone's schedule but we can accommodate that opposed to view is want to chat after but just keeping the town hall from one to three and then

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providing you guys time to chat afterwards, because a couple things have not been discussed yet like what's the meeting structure after the town hall, last week you guys decided this week you do subcommittees and design on Town Hall 19th but after that

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has not been decided to that would have to be maybe discussed after the town hall.

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So there is

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my phone moderator is kind of like having the somebody who's on the committee being the secretary, they're not paying attention, they're not participating they're doing their job the secretary.

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My preference would be that there was somebody who was not on the commission being the moderator so if there's somebody a post you can do that. That'd be great if there's not or chief really wants to do it I mean, I'm not opposed to it.

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That's just preferences that he's able to participate in listening rather than trying to run the show idea would be the moderator would be kind of representing

the commission and answering questions so like, if, if, an organization has a question or a

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member of the public that I would be the filter Kevin I will be the filter we get that to whoever the moderator is and the moderator would be speaking for the commission to answer the questions versus having different members of the Commission speak that

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was one idea that was thrown out.

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Ponder and Marina through my head. Yeah Yeah, totally.

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Um, again for for.

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If, for example, if there's a question raised, and there's three different opinions from commission members on how to answer that question that might get complicated.

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And so having a chosen speaker for the commission might be a good idea so that people aren't stepping on people's words. And so that there's kind of a direction that has not been determined who that will be it was just a discussion earlier on how to make

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them run smoothly.

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Okay, cuz I guess I misunderstood I was thought the town I was more of a listing opportunity not a feedback opportunity from us so we wouldn't be necessarily providing feedback.

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So yeah, we'd be we'd be listening to what the concerns of the community or not.

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Not a conversation I guess is the word for it.

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I think the idea, Chris, is that the first part would be for people to provide their concerns from the community about interactions with law enforcement, that would be the first part of the meeting.

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And then, if there's time or we could a lot time in the agenda for people who have questions to ask questions.

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Um, and so there's ways that you can handle that in a town hall.

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And it could be

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to have one person be a representative so that it's very structured.

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It could be that we filter through the questions because normally what you'll find is that a lot of people are asking the same question. And that's why I really like to get it in chat.

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Not everyone will be able to chat because, you know, some people might have certain disabilities, or they can't chat they may need to speak, they may need.

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You know what I mean so we'll try to account for whatever is necessary, but we would like to try to do chat as much as possible so that we can see them in writing and cut down on repetitive questions.

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So Courtney and I would pose the question to the moderator, but it doesn't have to be the moderator we could pose the question to who we think in the commission is most appropriate to answer the question.

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I've done it that way too.

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It's just tends to be more structured, if you have one person kind of heading the whole thing and then one person kind of helping run. So that was the idea that we talked about this morning again no decisions have been made it was just what we talked

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about this morning.

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So, I think if there's if you feel, whatever your thoughts are those were just what was your document this morning about their thoughts.

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Jill has Randy.

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Are you done with your I'm with you're hitting some of mine so are you finished

with what your thoughts are Chris.

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My brain, and the squirrel still turning. Okay, go ahead. So I guess I so one of the things I, I like the structure idea because it kind of keeps it uniform.

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However, we have two different subcommittees that are doing sort, I mean, even though it's under the same idea that we may have different answers based on what what people ask, there may be like the basic Academy may be asked if if chief is going to

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be moderator and he doesn't know what we're been talking about with our subcommittee so maybe there's one, maybe there's a go to the subcommittee level that you could go to that would be a suggestion.

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I'm going to go back to a question I asked before, which, not today I asked. Previously, what, what are we doing with the information how are we gathering the information and what are we doing with the, what are we doing with the concerns and how are

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we addressing them as a committee to be able to answer to the concerns of the public, what and how you know what does that look like that I like the idea of you looking in the chat and being able to condense the same theme of questions.

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And so I don't know if there's an opportunity to have a document that has those, you know that has the commonalities and those themes. But I, I, again I don't, I don't like it when we just let people talk and then we don't have a place where we're doing

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something with it.

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So I just wanted to do we know what we want to do, how we're going to do it when we want to do.

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I think, Erica initially suggested.

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So I'm, I'm not making any suggestions I'm just as my memory recalls ARCA suggested that, Just as you said Jill that a compilation of common themes, be recorded and that would probably be by us to be possibly placed in the toolkit to help better inform

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the training, and to give perspective to the instructors. So I think that's one suggestion that was brought up, I think, Jennifer had also suggested that the whole purpose of this was to help both subcommittees develop training or curriculum, or whatever

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it is that you are developing So, whether it's making sure you're on the right track, and it's confirming what you've already developed, or whether it's a we missed this and there's a major gap and we need to figure out how to rectify that before we turn

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something in. I think it's up to the committee, but I think you know there's already been some suggestions made.

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That's good. I just don't you know perceptions to making sure we all, we're all in agreement of what we heard, I have to be very honest with you I've looked at some of the public testimony the public public comment.

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But we haven't we haven't as a group discussed any of it. And, and we haven't as a group talked about how we're incorporating that into our work that I'm that I'm aware of, we may have individually been able to look at that but we haven't.

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Because we can't discuss it off the meeting, so I guess that's, I just want to honor that there are people who are invested in wanting to be heard and.

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And so I like the I like both of those ideas, by the way, so I just want to make sure that we are doing something with the information that's that we're doing something with it.

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Maybe we can discuss all of it after the town hall public comments Town Hall comments and then say what can we do with this and then make decisions on how to move forward, you know, depending on what what we're given, and definitely to integrate those

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voices.

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And so maybe this. Yeah, that is our next meeting after the Town Hall is the. Once we have, we had a week to digest that information, we get the written notes from Courtney, And we have a chance to.

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That's we go flush kind of flesh it out.

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I mean to me this is the idea behind this was really, it's almost like a 13th commission number.

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It's the opportunity for those in the community who aren't sitting on the commission to have their voices heard.

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It's a.

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I'm trying to phrase it my brain when I'm trying to think or what I'm thinking.

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That would be that opportunity that next meeting to that should be the agenda item is to kind of flesh out what was talked about said you guys want to me right after.

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Are you guys do is want to either briefly discuss, stay after the town hall with a whole commission and discuss what your structure is moving forward you guys have not made any decisions on how you're meeting your meeting and subcommittees after the town

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hall Are you eating and full commission.

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Do you want to stay after the since an agenda has not yet been written for the town hall, would you like to stay after the town hall and discuss the town hall.

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We wouldn't have written notes yet.

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No, no.

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or even just discuss what your structure is moving forward.

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I'm not adverse to having having a brief commerce like a half hour 30 minutes of discussion and then, and then but but taking the time within that week span to be able to really look at what's, what we're digesting but I'm not adverse to, I don't, I don't

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really want to go another two hours in a, you know, full on meeting but I think it

would be probably, I think it's.

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I'm okay with doing another 30 minutes of us to see if there's anything we all want to talk about and then planning on really digesting all the information for the next, our next meeting coming together.

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Can I ask you a question, because I kind of know one of the answers.

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Are we have we replaced people on our commission yet.

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There was a recommendation me to the eg and so those decision, those that decision will be communicated with the applicants and then we'll share the information.

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I'm hesitant I don't want to share it here because those I don't think that applicants have been told, whether they buy.

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And I just, you know, that's another, that's another curveball right, we're going to bring two other people into it that haven't been in it so that's just something to just something to keep on our radar.

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I agree with you i think it'd be good to have a group discussion on the topic. Yeah, I was just proposing like a half hour or something to give you guys a half hour time frame.

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If you guys want to have a five minute conversation just to talk about structure because everyone's exhausted that's totally understandable. Also, I kind of one written notes and things like that I mean we're trying to recollect what was said two hours

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earlier by the very first person.

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We might stumble.

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Oh, it's. I don't think the purpose of the meeting is to go over what everything was said, I think it would just be a little regrouping of okay.

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We just got all this information, a lot of q amp a we heard all this stuff. Now what's our what our next steps for meeting, like you don't have a meeting structure

so we just need you guys using to spend a few minutes talking about meeting structure.

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And there may be some things you want to talk about. I just want to have something on the agenda.

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Because if it's on the agenda, it doesn't happen and we can just ad hoc let's have a commission meeting after the town hall unless we plan it is or, I mean if we're just debriefing on how the process went.

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Correct. That could, that's another option now what we're going to do the next steps of what we're how we're gonna how we're going to structure the next process part part of it, not just content debrief is a great word to us.

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Yeah.

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So are there any. I have to call the meeting at three, because I have to be so I have to buy another obligation.

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If 10 minutes you guys, what else do you want to share your thoughts on the structure there any other thoughts on the structure of.

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So, here's where I'm getting hung up and stuck on the having a single designated person who's going to do like a q amp a like answer questions for the public.

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That person may if it if it were to be me.

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My perspectives and my for lack of better word agenda is different from other members of the Commission.

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And if I'm the one that's going out there and saying well this is what the commission is doing and what the patient's saying and somebody else in the commission doesn't agree that can get pretty sticky in a, in a major way and if we're also doing that

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publicly that individual can also be sending an agenda for the commission.

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And I'm not saying there's any cheese going to do that or anything, you know, that

kind of stuff. It's just what I can envision unintentionally happening

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in my mind this is always a listening session somewhere opportunity here, members of the community, and what their concerns were rather than a real interactive opportunity is that, am I missing something is that where everybody else was I think what was

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a good this morning was that.

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I think the public has questions. I think that's fair to assume that the people who are attending also would like to speak but there may be questions that come up after the brief synopsis of what the mission of the, of the commission is and what is being

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done thus far kind of what direction is everyone's going in.

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And so if we say there is no q amp a then you're really cutting people off at the knees right because they want to be able to have an interaction.

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Possibly. It's possible that people show up and they don't want to talk but I think limiting it, and the concern is if you limit that, then there's opportunity you have to hear from the public is really not a great opportunity if they can't ask questions.

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One of the things we did suggest sorry Courtney, one of the things that was a concern that was brought up this morning. Yeah. And one of the things that we did suggest and this isn't going to be perfect and never is but is that it wouldn't necessarily

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be the moderator answering our questions, it would be the moderator and answering questions that are very general in anything that requires specifics for somebody on the commission that has expertise.

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THE MODERATOR would ask that specific person to answer their question, or the moderator would indicate if it's a question they can't, that can't be answered or requires further research, or that, you know, whatever the case may be, because you're right,

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Chris, we need to be careful and avoid situations.

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Technically, there are only certain people that can represent the condition.

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And we want to be very transparent. That's the purpose. Right.

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But we want to be accurate and honest in the responses. So, but it's it's helpful if we have kind of just one person handling the information that's coming in in writing and then another person kind of speaking or handling.

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Kind of going around and talking and asking and so Chris as the chair, you're the natural, you know, person to do that.

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The only reason I mean I think she just transparency chief Gordon felt bad that he dropped you know did a mic drop right recommendation last week and then bail and then I'm gonna watch music, and then left the meeting properly.

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He felt terrible about that and so you said, Listen, this was my, my suggestion. I don't want to put the chair on the spot. If he doesn't want it doesn't feel comfortable doing that and so if you would like I can do that.

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Nobody's.

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If you feel more comfortable doing it and piecing out, you know, you kind of know that general, what everybody is an expert at.

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And, you know, just like Jill said if it's a subcommittee question then you go to the subcommittee chair at one option right, then you can you can piece that question out, if that's I guess where, where I see is like you know so where's chief for me

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or whoever says something, and I'll send me three hands pop up and go away that's not what I thought, hey that's not how I understood that.

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That's.

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I guess that's where the.

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My concern is that I'm speaking of hands Jennifer has hers.

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I'm sorry.

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No after I turned out the flyer I just got an email right away from a colleague and she, she said you didn't put anything you care about asking questions.

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And I said well I didn't even think about that. And she had a lot of questions about just the condition and how it might help things like her son and issues he's had and I was like that's those are great questions.

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I think you should come to the meeting, because I don't know but there's a lot of people in law enforcement who might have an answer for you.

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So, it's just that kind of thing.

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I think it's it's less about

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really in depth topics and more just about, you know, what is this commission actually doing that, that makes sense. The other thing too that the moderator can do is ask, Is there anybody on the commission that would like to answer this question, you

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can raise your hand. I mean it doesn't. There's certain ways we can get around, keeping things organized and making sure that things are handled smoothly, that keeping things running so that we use our time, efficiently.

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I have no problem with with Chief reading it.

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If he's experienced in it and is confident in it. I mean I can do it too I'm confident as well. But I'm also a fan of delegating.

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It honestly was.

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He pretty much Pope post it as I feel really bad and I don't want to put this burden on anybody so just you know where it's coming from. And I don't, I don't know if they're.

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You're the chair so I think that decision kind of wise I don't think the moderator and Kathy Tell me if I'm wrong, I don't think. in this situation the moderator is going to be elected by the Commission I think that is a decision that needs to be made.

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And so, and you don't have to make it right now either, because I can speak to both you and to Chief Gordon, you can consider that and then I can speak to both of you outside of the meeting, and we probably like to decide in the next day or so but

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it doesn't need to be decided right this know, Jill is pointing at somebody that her screens very different than mine I don't know who she was pointing at you.

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It's all up to you.

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I figured out a really strong preference, I can see all sides of this so if I felt like I had a really strong opinion and preference about this I would be saying something but I don't, I can honestly I can just roll with this so I'm more interested on

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that with the in the information that's coming into us versus the information that's going to be coming from us so I.

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Ryan recording and I'll talk about it, we'll figure it out. Okay.

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Courtney and I'll talk about it, we'll figure it out. Okay. All right, two minute time frame sorry I have a hard deadline at three.

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And people are waiting to know how long they get a talk, cuz like when I talk it seems like this I always write it out. I don't go on too long.

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Yeah, I think that our Kickers, how many people I mean, I would expect a minimum of five minutes per person.

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That being the minimum. I would hope that I guess I don't, I went ahead I hope they get more but on the other hand I hope we have lots of attendees and people don't get lots of time.

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And so it's kind of almost a catch 22, considering if you give a five minute time

frame, and the person who's going to speak fifth here's that they're concerned was already shared by the second person they may not speak right so that will cut down to,

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if you a lot. At minimum five minutes, you may be able to give a little bit more depending on actually how many people are speaking.

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But if you want to say if you're comfortable saying five minutes then again it's up to you, then we you know at the beginning of the meeting we see how many people are attending and we go through, you know, caffeine I will be filtering speakers, based

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on themes you know so that we're not having the same message sent five times while trying to honor everybody having a chance to speak I think that's important too, so we those things can be structured you just have to structure it and then act accordingly

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right with the caveat that people will be able to get their voice heard.

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One way or another, even if it's not at the town hall.

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So yeah well so that's good. Let's start at that five minimum.

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And then we'll have to play by ear from from there.