

WEBVTT

00:09:56.000 --> 00:10:00.000  
afternoon everybody

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will just wait a couple more minutes until one before we formally start.

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Already I was thinking of being really really late on purpose, just to make you guys nervous.

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I would have made me really nervous chief I appreciate you not playing that funny little trick.

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Chief that would really mess with your integrity that we, we all have you such a level of high integrity first mistake.

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I know people who know you and they've been giving me really good positive influence information about you so keep, you should just keep it that way.

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stuff in the background so what we're going to apologize, so long as we just will just apologize for that for him, so long as it's not Detroit Red Wings and when it's ABS country that's where my, that's where I put my limit.

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I know, Wisconsin doesn't have an NHL team so hockey is not very big.

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It isn't the College of Wisconsin hockey. Yeah, Wisconsin hockey is huge.

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They used to dominate men and women.

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Well It's one o'clock. So, I think for the sake of time to start to respect everyone's time we'll get started.

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Just for the members of the public My name is Courtney I am with post and I staff the commission, they will all go through the introductions, in just a moment.

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As I hope you guys can all see, we do have an ASL interpreter.

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We actually have to, they may be double teaming it today. We also have closed captioning on for anybody who's reading, just to give a little bit of the structure and then I'm going to hand it over to Chief Gordon.

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We are going to be taking your interest to either ask a question or speak on chat. So you can raise your hand if you're able to do that as an attendee i believe i that is a possibility as an attendee if you can raise your hand if you would like to ask

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a question or make a statement. We are asking, we do have a number of public, it looks like about 31 at this point.

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So we will have to limit the speaking. Time to about five minutes.

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The structure of this which is on the website which I posted at the very beginning, I just a few minutes ago, the agenda is to have cheap Gordon go over some ground rules and introductions.

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And then we're going to have some time for question and answer. And then we'll transition into time for for speaking and public comments, if there isn't a question posed to the commission.

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Chief Gordon has graciously volunteered to be our moderator today. And so I will take it. I will send it to him. Is there anything else chief that I forgot to mention about the logistics.

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Chris, the chair should call the meeting to order.

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Oh, there we go.

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I can do that so maybe it's called the order at one or 2pm.

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That was quick.

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Showing gave me like a minute and a half to do it so.

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Good evening everybody. And, oh my goodness. It's been a long day already good afternoon everybody.

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And thank you for joining us for our first town hall. It's good to see so many people here My name is Terrence Gordon.

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I'm the Chief of Police and Thornton, and I am a proud member of the Commission on improving first responder interactions, but persons with disabilities.

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That is a mouthful.

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I'd like to begin with thanking our chair, Chris Smith.

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first of all for his leadership and for allowing me to host this town hall. We're very excited about it, you'll meet Chris and the rest of the Commission, very shortly.

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I'd also like to thank the Attorney General, Phil wiser, and our coordinators in his office who have done a brilliant job of leading us and keeping us on task.

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Courtney shorts and Kathy Rodriguez.

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Briefly, the commission was established in 2021 by the legislature to evaluate existing police officer training in the state of Colorado as it relates to serving people with disabilities.

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Also we were tasked past with reviewing Training and Information from other agencies and from other organizations nationwide from that review, and from the members individual experience and expertise, We will propose additions and modifications to existing

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training in our state by February 28 to be implemented by academies. By July 1 of 2022.

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The Commission is set to sunset at the end of 2023 But as you'll learn what as we go forward.

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That doesn't necessarily have to be the end of our efforts by the conclusion of today, and the conclusion of our process we hope it's clear that the Commission's objectives are to ensure that everyone is treated with dignity, respect, and

empathy.

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And although interactions with individuals with disabilities can be few and far between. Depending on the community. Each one can be extremely impactful, leaving a lifelong impression.

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And the goal of the legislature and this, and this commission is that those impressions build relationships rather than damage them, that they build those relationships firmly one interaction at a time, at a time.

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So to that end, we are hosting this town hall meeting to bring the community further into the process, and to get valuable valuable input to inform our curriculum and decision making, going forward.

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So thanks again to all who took the time to attend. We'll get into the meeting structure, we'll do some introductions, talk a bit about what we've done so far.

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And then we've set aside the vast majority of this meeting for input comments and questions from the public, which is the purpose of a town hall I know many of us have been to town halls where it's a long PowerPoint presentation, and the panels speak

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more than the public that is actually the opposite of what we're going to accomplish today.

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Due to the limitations of technology a free flowing discussion might be difficult. So we will ask again that you raise your hand.

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Using the zoom function not like this, your arm I get tired, that you use the chat.

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And that you wait to be called upon and also there are a lot of people in attendance today which is excellent, that you try it may not may not be able to do this but try not to ask questions that have already been asked and answered, have to be respectful

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of everyone's time we will end here to the scheduled time limit of two hours. However, to ensure that everyone's voice is heard. If we run out of time.

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Anyone with questions or comments will be able to that we're unable to address

during the meeting will be able to submit them to the commission. We will read every comment.

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We will will respond to every question. Even if Chris our board chair has to do it himself.

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And now to the introductions, this commission has a diversity of backgrounds and perspectives, and we are all proud to be a part of it.

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That includes individuals with disabilities. Parents of individuals with disabilities.

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Representatives from advocacy communities.

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Serving police officers and members of the peace officer Standards and Training board, which you may hear us were referred to as post during this meeting, post is responsible for police officers training and certification in the, in the state of Colorado.

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So now on to the introductions, as I mentioned, my name is Terrence Gordon I'm the Chief of Police in Thornton Colorado.

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I'll hand it over to the chair to introduce himself and Courtney if you could please call on the members so we don't lose track.

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Thank you. Go ahead, Chris, everybody my name is deputy Christmas at the Larimer County Sheriff's Office.

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I'm also the ADA coordinator for whatever kind of sheriff's office, and I represent an organization of say white shirts.

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It shows

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people jumping right on my on my list here so let me go down.

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Shannon.

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Hello, I'm Janet Larson, I am on the curriculum committee for post. I am currently the chair of the committee, and I've served on a committee for four years reviewing lesson plans for new Academy so my area of familiarity, is the post curriculum.

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And this is my cat who needed to be in the picture for.

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Thank you,

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Jennifer.

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Hi, my name is Jennifer Roberts, I work at the Colorado press disability coalition.

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and I represent individuals with disabilities.

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Jessica.

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Jessica shows, I am the Associate Director for the arc of whatever County. And I represent an organization who advocate for people with disabilities.

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Jill.

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Hello everyone, I'm Jill peacock I am the Executive Director for the arc of the central mountains but I am on the commission representing family members I'm first and foremost among,

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Josh.

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Hi, my name is Josh Snyder I'm on the commission representing parents of children with disabilities.

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Lori.

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Sorry. My name is Lori Williams I am the Summit County community and senior center men manager and I advocate for the older adults in our community and then also I am the representative for the summit seniors nonprofit, so they provide all the activities

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for older adults in our area.

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Think.

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Shannon.

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Good afternoon. I'm Shannon Laughlin, I'm a deputy with rebel County. I'm a training coordinator have been for the last eight years and I am representing the postpartum.

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And she Gordon.

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I've introduced myself but I'll do it again.

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Chief Terrence Gordon from the Thornton police department.

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What am I the last one.

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I think so I see some chats we are trying to, I have spotlighted the interpreter.

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But I'm also chosen gallery view. So I'm not sure if everybody can see what I'm seeing, but I wanted to spotlight the interpreters are those who need an ASL interpreter can see her and don't have to change their view.

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This may impact how everybody sees it, we're doing the best we can.

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I chose gallery view show everybody should be able to see the whole gallery, with Natalie the interpreter being spotlighted.

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If that's not working. We'll do our best just let us know and chat and all I wanted to add.

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Okay.

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Thanks Courtney in the next couple of minutes I'll summarize, very brief done so

far it's a lot that we're going to try to stay away from a lot of specifics, so that we can get to your, your questions and your comments, which is why we're here today so

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over the past few months we've met weekly.

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We've gone over the entire basic training curriculum for police officers, and we've identified areas to insert learning objectives and performance outcomes for interacting with people with disabilities.

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I'm sure that the questions will allow us to expand on that a lot further.

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There is a police training.

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It doesn't stop with the basic training academy that you may have seen on TV.

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Depending on the academy within, Colorado.

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The basic training can be 600 to 700, more or more hours of so depending on the Academy, there's additional instruction, after the academy with on the job training which we call field training in most places at their agencies.

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But it doesn't stop there.

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The state through post requires additional training every year.

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24, a minimum of 24 hours but most agencies far exceed that training and give their officers up to 100 hours or more of training and continuing education.

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Every year, which is where we will be able to see the most benefit and be able to address more specific things that are relevant to current events, and the needs of our communities.

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So it's important to know that the basic training, and in service components, while they are very while they can be similar in service gives us the opportunity to move to be more specific, meet the needs of our diverse communities and this commission

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has subcommittees that address both of those.

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I believe that's enough from me. So what I'd like to do is get to public. Two questions from the attendees, which will be followed by public statements, and comments.

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So at this point, I don't see anybody raising their hand to ask a question,

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which tells me.

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Oh, I do. Okay, so I do see some hands going up if you have, we'll just kind of go in order. And again, we'll, we'll try to structure it with q amp a first and then going on to statements, but we're not going to stop anybody from asking a question after

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the.

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After the statements are being made. So I'm just going to go down the list, as they pop up. So we're going to start with.

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Jay, Levine,

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just giving you permission to talk so now you can ask your question.

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Hi, thank you it's Jennifer Levon from the arc of Colorado.

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And I have a couple of questions. First of all, I was wondering if the Commission has had an opportunity to address training specific to school resource officers.

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I worked with children with disabilities. For the past 12 years, I've been a special education attorney for that long and many of my clients that had issues with school resource officers, not really, I guess, understanding the disability related behaviors

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that they were expressing and maybe, rather than trying to calm a student down, maybe we're using more.

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And maybe an excessive force that probably just triggered the student to react even more aggressively so I was curious if the Commission had an opportunity to kind of address that and if that kind of training would be included in this training.

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And then the other question is around individualized training specific to the type of disability because as we all know, everybody's different and disabilities all look different and it's they're going to be a component to the training where it's specific

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to the type of disability and what kind of behaviors manifest from that disability.

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Okay.

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Good questions, particularly the SRO one it's one that I didn't expect to commission members.

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I will attempt to address all the questions but you are all on the commission because you are smart people.

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And and have expertise. so feel free to chime in.

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When I'm done. to. to add anything that I may have missed. When it comes to the school resource officers.

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A lot of those.

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A lot of those initiatives are driven by memorandums of memoranda of understanding between the departments and the schools. However, you'll be pleased to know that the district attorney's in the region and some other public officials are working on exactly

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what you described, not specifically when it comes to disabilities but when it comes to.

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When it comes to the functions and the responsibilities and even the behaviors of school resource officers, and I've participated in one town hall when it comes to that.

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When it comes to the commission and training and specific in.

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More specifically, We will address interactions with juveniles.

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The school resource officer component of policing is not ordinary ordinary a component of basic training, because those are generally experienced officers that get those assignments.

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So that would be more more specialized training provided by the agencies and by the schools for school resource officers, but I do see some promise in the future when it comes to that area, the people involved are working very diligently on standardizing

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and approach, and using enforcement less as a tool to criminalize behavior that may or may not have even made it into the criminal justice system had that occurred in a school without an SRO.

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And when it comes to individualized thing that has come up quite, quite a few times during our meetings, And the best place we feel to specifically address certain types of disabilities is in the in service curriculum.

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Again, as I mentioned earlier, we have broken the full commission up into a couple of subcommittees one is basic training in which they're fed with a fire hose, so a lot of things outside of tactics and professional communication skills will be general,

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and in in service which is that continuing education, and that that on the job type training.

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We will have the opportunity to address, more specific disorders.

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And also we will have source material for the instructors that will also address some of those, those disorders. If there's anything I missed or misstated commission members, feel free to chime in

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shape this is Jill. I guess what I would also say is that we are continuing to build toolkits that will that help have all kinds of information we've been breaking them down for.

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As per disability. This is where we're using our expertise for what we're here on the commission for we're reaching out to vetted curricula and resources and putting those into a toolkit that we are organizing so that it's available for all departments

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to be able to access, and we felt like that was the best way to provide those resources. We also have been talking about what does that in service training look like with potentially with specific to a disability, we wanted to leave it to the individual

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agencies, organizations that departments to determine what their community needs work with our community was asking for.

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So we, we, we struggle with providing a lot of information but also giving flexibility to the departments to be able to use that information in the best way they see fit for their departments, just wanted to add that.

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Thank you, Jill anyone else.

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Jennifer has her hand up.

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And, yeah, I just wanted to add that there is recognition and work on the basic Academy as well. And we're focusing on including all types of disability throughout the basic Academy.

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And, and many courses that officers officers are trained on, so it may not be a lot of information on one specific disability. But, like when it comes to like communication with all people.

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We intend to include people with disabilities and that, and then it might be broken down into smaller disabilities depending on what the communication needs are.

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Or if it's something like, you know, stopping somebody in a traffic stop, it could be more individualized there as well. So it's not just limited to em service, but it's just not going very very deep into each specific disability and the basic Academy,

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and that makes sense.

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Thanks for that clarification Jennifer.

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Um, can I also just add that. I just just, I see some comments coming in the chat, which are totally fine, but we'd also I think people would like to hear the comments being said so if you want to make a comment if you could save those, so the whole commission

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can hear them because the chat gets full.

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I believe somebody I think is advocacy Denver just needed a great post about something so he advocacy Denver if you're able to stick around and make that comment.

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That would be great so everybody can see it,

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And Dorie Babcock had a question Dory Are you able to allow you to talk if you can ask that question so I know it was answered in the chat but if you can ask that so that it's everybody can hear it also hear me okay.

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Yes, ma'am. Okay, so my question was if the training topics, the training that he had mentioned the hours the 24 hour requirement, per year if that was specific to people with disabilities, or if that was all topics.

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So, and then I did have a follow up question I was just getting ready to type it in, which would be.

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So, our topics ever assigned and required at it's like a statewide mandate.

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The because of the because of the community based and community specific nature of policing. I think we'll all we can all agree that no two communities are exactly alike, that the 24, the minimum again 24 hour training requirement is largely left to the

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agency's discretion.

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Now there are some things, some things that post does require are trained yearly, and someone else may have a lot more specific information on that. I have to mention I've been in Colorado for one year, so I'm still learning a lot things myself.

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But that training again is left to the agency's discretion and most places. Even places around the country but specifically there's a lot of training, it's upwards of 100 hours or so, again, the agency heads have a lot of discretion to design that

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training to meet the needs of their communities, as does anyone else want to address the service topic.

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See if I can address that for saying, um, so there's 24 hours that are required annually for every law enforcement active law enforcement officer 12 of that is taken up by was called perishable skills.

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So again firearms driving and arrest and trolling defensive tactics.

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The rest on a rotating basis. So there's a few other things like anti bias and I can't really add ons right off the top of my head.

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Give me a second I can actually find it.

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It's probably over my computer somewhere. And so its proper holes there is trans anti bias community policing be partnerships and de escalation training.

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And those are all on a rotating basis.

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So most of that 24 hours is actually already taken by other mandated things like the chief was saying a lot of agencies do a lot more my agents in particular does about 104 hours a year per deputy sometimes.

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Deputies get more training than that, we can sign up for things that interest us, or if we have specialized jobs we can do extra training. Beyond that, me personally as the ADA coordinator.

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I get a lot of extra training to do my job so I go way above that, that hundred and for the most of us again.

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hopefully I answered your questions.

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Yes, thank you.

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And just, Just to add further the commission is tasked with

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creating training for the basic training academy, and for in service.

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So going forward. These topics will be will be addressed and service, as well as that basic training.

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Right. We have a question in the chat from Doug the staff, I'm going to give you permission to speak so you can ask that.

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I'm going to dump staffs here.

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Oh, can you both permission to talk.

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Just in case.

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And this is the interpreter actually with Doug staff they might be using sign language so I would need their video.

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Okay.

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Don't think as an attendee they can do.

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Okay.

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I can do you have the question so you'll have to ask that because I don't have the question that was posed.

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Sure, so I'm Chief, the question is does police department in Aurora, or in each counties Police Department take a training, about how to utilize ASL interpreters, especially in legal settings.

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Police departments must use the legally certified ASL interpreters.

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That's a really good question.

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I would not be able to address other agencies policies or practice.

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However, in my experience, in my experience, police departments are required to, and do use duly certified and vetted interpreting bodies, people may have varying degrees of success are varying levels of experience with that.

00:40:25.000 --> 00:40:48.000  
But I can tell you that it is better to do that and to rely on say a friend or a family member or even another police officers to interpret, because then you will get biases and misunderstanding injected into these conversations

00:40:48.000 --> 00:40:55.000  
and Jennifer I see your hand up, are you wanting to answer. Okay. and then, and then.

00:40:55.000 --> 00:41:00.000  
Yeah, so, I'm from what I'm seeing and looking at the curriculum.

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And the only thing that officers are currently taught about people with disabilities is limited to the class on special populations and I could be wrong.

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So please correct me if that's not true.

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But the other classes so far have very little information about people with disabilities.

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And the only thing that the only source that's required to be taught and a special populations class is information about the Americans with Disabilities Act.

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So I think that there's a really tremendous opportunity here to address a lot of issues that the disability community has, because I think that officers genuinely don't know a lot about the disability community and I think that might be where some problems

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arise. And I think that's why it's really valuable that so many people are here to share what concerns, there are so that we can maybe build bridges and and teach people versus it being a negative experience.

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I hope it was okay for me to say that

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was absolutely okay.

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And Jennifer I believe you answer the question from advocacy Denver.

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And that was the last question I know of that we have.

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So we'll move on to public comment.

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If you can chat or raise your hand. Okay, she had and I see that you're raising your hand.

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So I'm going to give you.

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Thank you. Can you hear me.

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Yes, ma'am.

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So my name is Shannon Seacrest and I am the parent of a now.

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18 year old who has profound disabilities.

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He is deaf.

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He is nonverbal. He has intellectual and developmental disabilities. And he has extreme behavioral and mental health need. So I'm going to just monologue here for a second for a reason to say that when I lived in Westminster.

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A specifically went through the Westminster citizens police academy.

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And I did that very intentionally attempt to understand.

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Police thinking and rationale for decision making.

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And it was, it was life changing for me I have to say, but I'll also say that there was nothing in that training and I understand it was truncated for the public.

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So I that is certainly the caveat.

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But there was nothing in there that talked about, again special populations, people with disabilities, extraordinary circumstances. And I just want to share that the PO which is the person who was running the class.

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Public Information Officer. For those who don't know, um, had invited myself and my children to the PD for a tour. And during that time my son became overstimulated and punched a very large motorcycle officer.

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And he just had a very negative reaction and I'm sure it was very instinctual.

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One of the things that he said to them was hey hey he's a life track kid.

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And for those of you that don't know what life track is it's a system by which you know people who wander are have brain injury whatever can be tracked.

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That type of language, basically kind of calm the officer down to go, oh yeah. So that wasn't like a typical kid punching me, right.

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So I just wonder if even that type of language or things that officers recognize can be utilized and taught so that it's not just as a look. Kids best but guess what, even if he had an interpreter he wouldn't understand them because of his other delays

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or again if he doesn't respond he's not you know he's not going to respond appropriately he's not going to conform he's not going to do all the things that we expect him to do.

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But if there's language that we can use like hey he's a life track kid that helps officers maybe understand.

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I have to tell you I.

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I live in fear every day that my son is going to be killed by a police officer because he can't comply.

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And my son's behaviors are extreme enough.

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It is a real fear for me. And so, if that's the one thing that, and my kids white, you know, and so it's not racially motivated. It's not you know whatever else there's no bias there but he can't comply.

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And so this is where for me it's very personal.

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And I just wanted to share that because it's important to know that my kid is one of those kids who I see on the news because he just, he won't be able to do with being asked.

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And he'll fight back, and he'll fight back.

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Thank you.

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Thank you, Shannon, I mean, your story is the reason, first of all, that this commission was was created, and also the reason that we that the Commission decided to hold this town hall.

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Thank you very much for your input, and we will do what we can to ensure that

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language like that phrases like that resources are included in in the source material, and I am confident that the in service subcommittee has heard you today.

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Thank you. Have a couple more questions that came through on the q amp a feature.

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The first one is from coral causeway.

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Coral I'm just going to read this instance in the chat feature I'm happy to, if you'd rather ask it live.

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The question says the bill establishing the commission allows you to recommend

training for firefighters and Ms professionals as well as police officers.

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Does the commission intend on recommending training for those first responders as well.

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The largest lift.

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Because of the relational skills necessary for police officers, the largest lift is police officer training.

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The Commission does, as we go forward. We do plan to do whatever we can to fulfill every single aspect of our of our charter and every single aspect of our mission.

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So, to date, to date, we have focused specifically on police officer training because again, that's going to be the largest component of what we do.

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Because of the Attorney General's Office his role, and the peace officer Standards and Training board role, which specifically addresses police officer training, but we will work extremely hard to influence, as many first responders as possible.

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Is there anybody else on the commission that can has more input on that specific question.

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Ha, This is Shannon.

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Shannon.

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Hi, I am. That's exactly right. What we're, what we have talked about and kind of what our goal is to put something out there that will be available to all first responders.

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Again, like you said, it will be specific for law enforcement agencies, but it will be able to be utilized by all first responder PMS, and it'll be kind of a core for them to work from and like Joel mentioned earlier, a tool kit that they can pull their

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resources from

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the it's also. It's also important to note that because of our short timeline to get something recommended for police officers training. Again, we'd like to be done with this by the end of February, so we can implement it.

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This summer, that we focused, more specifically on police officers training, but the Commission's role does not end there. We don't sunset, until the end of 2023, which allows us to refine what we've done.

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And even after we're done with police officer training.

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We can potentially move on and see what the fire chiefs may want to learn or do with their work in their work with the commission

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Thank you, Chief, there was a follow up question about regarding the ASL interpreters and how regarding the Aurora question.

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And the police departments must use a legally certified as interpreters or as a follow up question, and it says based on your answer to the question to dub staff.

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If an officer is approached, and ignores a request to get a certified ASL interpreter How can people handle that situation when officers refuse to provide.

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Again, just to be clear up.

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I can't speak to other agencies policies, or use of certified or vetted interpreters. It's a standard and it's the best practice.

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If an officer is approached and asked for a translator and violates that agencies policy, or what is expected by not doing so is incumbent on the citizen.

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To request a supervisor, it's incumbent on the citizen to ensure that a supervisor is called to the scene.

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In order to control what's going on and ensure that the best service possible is given.

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some hands up, I'm going to call in mercy odd. I am so sorry if I'm pronouncing people's names wrong it's definitely not my intention.

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Okay. Hi. Can everybody hear me.

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Yes.

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My name is Marcy Adi, and I am the VP of community initiatives with Epilepsy Foundation of Colorado Wyoming.

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So the Epilepsy Foundation of Colorado and Wyoming is a leading voluntary health organization that speaks on behalf of the nearly 60,000 Coloradans with seizures and epilepsy, and we offer the well, we foster the well being of all people affected by seizures

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so I'm, I'm speaking on behalf of people with epilepsy that we offer community trainings and education and programs for people and approximately one in 26 people will develop epilepsy at some point in their lifetime for people living with epilepsy having

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a seizure in public can be one of the scariest most concerning and isolating parts of the condition, there is often a lack of understanding about epilepsy and how to respond to a seizure which can make going on public alone, a frightening experience.

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Not only are most people, including professionals like law enforcement, nurses, EMT firefighters often not appropriately trained on this condition, but there are also many myths and stigmas attached epilepsy.

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There are over 15 seizure types beyond the most commonly known and most easily identifiable generalized onset motor seizure, or convulsive seizure that you all may know of.

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For example, the most common seizure is called the focal onset awareness impaired seizure, which can be misinterpreted as being under the influence or engaging in suspicious behavior during this type of seizure, a person may be walking around but it's

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not fully conscious.

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fully conscious. When they will they will not be able to respond to orders and may become aggressive or act agitated depending on the bystanders response or demeanor.

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Again, a person is not fully conscious during this type of seizure and is not in control their actions. It has been the mission of the Epilepsy Foundation to train educate and raise awareness about seizure first aid and epilepsy for the past 15 years.

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We offer training for law enforcement and first responders and have trained various Colorado departments and personnel over the years, primarily as a response after an incident where an officer maybe misread the situation, not really understanding what's

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going on and responded appropriately to someone having a seizure which at times has led to injuries or charges that were not warranted for the safety and well being of over 60,000 people at living with epilepsy in our state.

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We are urging you to expand the focus of the law enforcement disabilities training to include epilepsy specific education. It is also a co morbidity to many, many other disabilities.

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So there's a lot of crossover, and epilepsy is a leading neurological disorder in the state and nation, and it's just really important that law enforcement officers, being the front line and interacting with people who are having seizures, understand

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the complexities, I guess, of what they might be running into.

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Thank you so much Marcy again that is exactly why we're here today.

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Some of the things that you're saying resonate with discussions that we've already had, but they've also put things further into perspective for us. One of our one of our members in particular Jennifer Roberts.

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As mentioned, focusing on the segment of our community with epsilon epilepsy, many times.

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So, while during basic training we may not be able to focus specifically on the broad spectrum.

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The very broad spectrum of people that we interact with.

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We do plan to as Jennifer mentioned earlier we do plan to talk about specific disabilities where we can during the basic training, and also refine that focus during in service.

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After graduation, but thank you very much for your comments and we'll do what we can.

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With the limited scope that we have we'll do what we can to make sure that we address your concerns. Absolutely. My sister has epilepsy. Oh, yeah. And if you, and if you do need Sorry to interrupt.

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If you do need resources on developing or pieces of that training, we're happy to offer, whatever we can for free.

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Absolutely, absolutely. If you have the conditions information if I'm sure recording and put it in the chat, please. absolutely send that to us. We may have it.

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Yeah, I'm not sure exactly what we all have but we may have it already booked, but just to be sure, feel free to send it to us.

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Okay, thank you for your time.

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Thank you. Marcy. We did get a question in our chat from Arlene was kind of a comment and a question. It says I have something like that happening with my 39 year old son with deep mental health issues as well as drug addiction.

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Plus, he's a person of color, I fear for him.

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I fear for him do I, or do I not call for help. If we need to utilize please help.

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If we need to let utilize police help. I am afraid for him and for his data myself who are on the elderly spectrum. How do I know when or how to call for help when I'm afraid to do so.

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That.

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Some will, we will ask that if you're not speaking, please mute your microphone.

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Let me see if I can hear it.

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looks like it's chillin chillin okay let me get.

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I'm sorry guys my daughter came home and I didn't mute myself. Okay, thank you. Sheila.

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That is okay. Marlene, believe me.

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I hear you I hear the concern in your question.

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In the event of an emergency.

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In the event of a life threatening situation.

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Please do call 911 and give the operator, or the dispatcher as much information on the situation as possible, including the concerns that you have the concerns that you voiced.

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And, again, that is the very reason that this commission was constituted. And that is the reason that we're hosting this town hall, because not only does it give us more perspective, it gives us more of a sense of urgency, particularly to be in contact

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with the people that our work and our service will be affecting while I can never promise anything when it comes to the thousands and thousands of law enforcement officers in the state.

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I can promise that this commission will do everything that it can to address the specific concerns that you raised. And I hope, I hope that doesn't sound like I said a lot of words but didn't say, but but but actually said nothing.

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The Commission has been constituted to address those concerns, a comment, based on that question came in from advocacy Denver, and you recommend that families notify their local precinct when they have a child or an adult with a disability, and where

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they have behaviors associated with the deals to disability, you can explain that when their home is flagged and calls come in because then the dispatchers will alert the officers who are being sent there, so that they have some knowledge, ahead of time

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and we'll take a different approach. Many times families who identify as minority are reluctant some families talk about being treated differently, being targeted because they're a minority black or brown.

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Some families explain they're not documented and they do not want to attract attention to their attention, sorry, do not want to attract attention to their family and legal status training is important but work needs to be done to restore working relationships

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between first responders in different communities building trust.

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That is absolutely true. Again, that's a great point when it comes to the when it comes to letting the agencies know in advance, because most of us now have systems that can flag those addresses so thank you for bringing that up.

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And I'm going to get to the hands raised so please don't feel like I'm ignoring that I just want to make sure that I'm also keeping up with the chat. A second question about what people do in the event they've asked for an ASL interpreter and it's not

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provided by the agency or officers on scene, should they call this badge with some tools that they can utilize on scene.

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Again, the first thing to do is, is to ask the officer to call a supervisor for the scene.

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And most policies that I've seen nationwide. When that request is made the officers obligated to do that. If that does not work.

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Then, the, the citizen, the member of the public can call dispatch, again, and

specifically request a supervisor, and again, most policies that I've seen across the country, it is required that a supervisor respond when asked for.

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if that doesn't happen. I mean, depending on the size of the agency.

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There may not.

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At night, there may not be a station to go to. But it's extremely important that supervision understands that a person requested a supervisor to assist with a situation.

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And that opportunity was not afforded, it's extremely important that that is done.

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Thank you. We're going to go to some hands up now.

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The Arc of Arapahoe Douglas County.

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Thank you. My name is Carol Meredith.

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I'm the director of the arc of the rapper and Douglas County, but I'm also the parent of a now man affected by several disabilities who has had numerous, numerous contacts with various police departments across the metro area.

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So my question is about.

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What kind of training is provided to police and first responders about invisible disabilities, my son. And many of the people I work with at the arc. They don't look like they have a disability so you can't tell by looking.

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You might be able to tell by talking with them for a while but again you might not be able to determine if this person is experiencing a disability or affected by any various disability and along with that many of the other things I see happening

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all the time is is with folks who have

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cognitive disabilities and or mental health to see you know disorders. Anxiety disorders where they have fight, flight or freeze reactions. So I'd like to hear

about any sort of training that's done that way.

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And then my third point is we have for 20 years provided workshops and trainings for young adults and adults with disabilities in a community safety kind of capacity where we try to teach them how to, when to call if you have an intellectual disability

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you often need lots of practice, you might need pictures to help you remember things you might need lots of supports to learn this skill.

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But when to call a police officer so it's it's not when you have a disagreement with your boyfriend, usually, sometimes it's intense but most the times it's.

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But, and we often bring police officers in to meet these young adults and and have conversations with them so in person, training, and or meet and greets with police departments and people with disabilities to be a part of their, just to get to know people,

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right, if you, those are my three points.

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Thank you.

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All right, that was a lot.

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Again, I and members of the Commission because the commission so proud when it comes to our backgrounds.

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We identify with despite everything you said.

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My nephew who is a special olympics football star. It does not look disabled.

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And he is a giant man who often does not understand what's going on, which is a reason. Another reason that I was happy to serve on this commission. I'll rely on members of the Commission, particularly Chris because I know this is, this is what he works

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on and his agency NCAA coordinator, but this has been a focus of the commission to, to look specifically at members of the community with disabilities that you cannot

see.

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So it's important that officers are trained to focus on behavioral cues and not see a failure to respond as a threat, where we are training officers when it comes to de escalation when it comes to crisis intervention, and some of the other relational

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skills to slow down.

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But we're training officers now to slow down. Pay attention to those cues and understand that someone who is not paying attention to you is not resisting, those things are no longer synonymous with any of the commission members that want to chime in on

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more specific training please do so.

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So I can talk a little bit about that. So there's a big difference really between what is mandated. And what is actually trained.

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At this point, and part of why this condition is formed is, is to develop and look at training for our officers and deputies. I can speak to my agency and what we've done.

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We have done specific training on this we collaborate with the arc of Larimer County and Jessica who's actually now a member of the commission and dimension together.

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The organization that does Alzheimer's and dementia.

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In our area to train both our geographies and our patrol deputies on this exact topic.

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But that's my agency that's not saying that there aren't a lot of officers out there who's awesome news agencies aren't providing that training.

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But this is where the opportunity is to get that in front of them.

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Thanks, Chris. I'll just add to that, in addition to the partnership to the, the

trainings that we're doing with the sheriff's office.

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I also do teach CIT training for officers when they come up to Northern Colorado. And that's definitely included in, in that training as well.

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I'm a newbie on the Commission on replacing somebody that stopped off, but I'm very excited to bring my actual working knowledge on to the commission and what I have found has been pretty successful in what we've done.

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Thank you.

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We are going to, and there's a chat and regarding a bill that actually the commission to talk about regarding the deal or to develop a symbol for invisible disability on state issued IDs.

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So the commission is aware of that.

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Thank you for pointing that out.

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And we're going to move to LA Thompson.

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Thank you so much, Courtney.

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So I am the parent of two people with disabilities. My son has autism and his a very large kid, and my daughter has IDD and is nonverbal. I've also been a law enforcement officer for over 20 years, and I actually just retired and run a first responder

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training company. I did submit a curriculum to be considered by the Commission and I have three different questions. First, are you guys looking at those current curriculums that were submitted to the commission to roll out or to adjust.

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That's my first question. Secondly, Chief you mentioned, talking to dispatch and letting them know, are you guys looking at specific dispatch training because I think that is imperative to shape our law enforcement response our dispatchers have so much

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responsibility and along with the ability to make things go so much better, just by

asking the right questions. And then the last question I think it's probably for Janet Larson, because she's on the SME Committee for the curriculum.

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Are we still teaching the FBI use of force continuum in our academies, because it completely seems to conflict with what y'all are saying about slowing things down and, you know, the FBI use of force continuum says you have passive resistance you go hands

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hands on and anyone in the disability field knows that that is the absolute wrong thing to do you slow it down to see okay are they resisting because they are non compliant or they resisting because they have a disability or they def did they have ADD.

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These, these parents who are getting on here and are emotional about calling the police because they're afraid that kids are going to get killed. That's a real fear for every single parent with a child with IDP, which is why I now do training so I know

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I just threw a lot at you but if you guys get try to answer those three questions I would appreciate it.

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All right, alley right. Yep.

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Congratulations on your retirement. Thank you.

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I retired once.

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It didn't work.

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I can tell you that if you submitted a curriculum to the committee that it has been viewed. We are killing ourselves, trying to read everything that's been sent to us, and everything that we're sending to each other, but we will go through the stack once

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again.

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And make sure I'm taking notes, make sure that we specifically find what you've submitted dispatch training. While it is beyond the purview of post. And what we're doing, specifically, I have received your input.

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And it's something that I will be mentioning to

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a couple of the Chiefs associations that that I belong to, I can tell you that dispatch scripts are getting better and better and better and better over time.

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And I would be surprised if the questions that you're concerned about are not included in that. But now that you've mentioned I'm going to take a look at my own.

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Just to make sure that we're covering everything. And the third question for Janet. I can tell you that those that those continually are disappearing around the country, but I'll let Janet, Janet, specifically address what she can about the use of force

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continuum in Colorado.

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So, the, the academies are are reviewed by three, four different SME committees, the curriculum committee does the academic piece, and then arrest control is a separate SME committee.

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Most of what you're asking, I believe, and the other law enforcement folks on the commission can chime in here would be taught in the rest control.

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I can tell you there is no outcome in an academic course regarding the FBI use of force continuum, and achieve has right it's on its way out, as it should be.

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And there are other legal standards apply applied, specifically grant versus Connor, and those sorts of things are what would be taught in an academy, an academic class, okay and I and I understand I just would greatly encourage the SME committees to

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speak with each other because Sheriff Mobley told me last year that the use of force continuum was approved for Mesa counties Academy so that brings up major concerns.

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Obviously, so if you could kind of put that through the posts that year, that would be great.

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I recently tested, because I needed to be certified to keep my job.

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So I recently did a test out in May.

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And while my people were training me.

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I specifically asked about use of force continuum because I had been a training director, and was content and that a long time ago, and it is not, it was not in use.

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Now there are, there is again large discretion discretion given agency heads and Academy directors.

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So there could be a bit of inconsistency.

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But I can tell you that.

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To my knowledge, post doesn't endorse use the Force continuum is because it takes out discretion. It takes out critical thinking and they can be dangerous and lead to bad consequences, especially for people with disabilities, you don't have the ability

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to necessarily process what's being said. So thank you very much.

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Thank you, Ali we're going to go to a couple hands up and I know we have a couple other written questions that people have had their hands up for a while so I'm going to go there first and then I'll go back to the q amp a.

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So Dan Burke.

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Good afternoon.

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I'm Dan Burke with the National Federation of the Blind of Colorado and I work at the Colorado Center for the Blind in Littleton, so I want to thank the commission for their work and just kind of want to get our voice in here as far as training, about

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blindness and visual impairment in general, to be brief, I'll just give you when, When example, if an officer process a blind person.

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They need to identify themselves.

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You know, if someone if an officer comes up to me on the street, and they probably know that I'm blind because I carry a white cane. Hopefully they would identify themselves, but it kind of my door, I don't carry my cane to the door, and so on.

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You know, if someone's open the open the door and someone starts asking me questions I kind of, you know, it's just an. It's an awkward situation.

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And so, you know just just sort of underscores the importance of of including, you know, some specifics for different kinds of disabilities as well so again thanks to the commission for your for your work, and we would be happy to assist with training,

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creating curriculum or whatever related to bind this visual impairment. So,

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thank you, Dan.

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One of the first things that is taught when we talk about professional communication is to identify yourselves.

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Because even people who are not visually impaired.

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It's, we don't all look the same. They may not see the badge they may not see the patch, depending on people's state of agitation, or even us sleeping sleepiness, they may not know who you are.

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So we do stress.

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When we train people in communicating to identify themselves. But, again, that is a great reminder.

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It is a good reminder because it may not always happen. So thank you for your comment.

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Okay, two more with their hands up. One second.

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Kevin Williams.

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Thank you. And thanks for the work that you're all doing.

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It's great, and it needs to be done.

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I've been the civil rights legal program director at Colorado cross disability Coalition for 25 years.

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For many of those years.

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I unfortunately had to engage in litigation frequently with sheriff's departments and sometimes police departments and the issue came up earlier regarding specifically what to do in situations where an individual who is def.

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A requests a legally certified interpreter will not bore you with all the legal citations pertaining to what applies and how it applies because it's long and you know would take up the rest of the meeting, but I can certainly read a brief about it I have

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several.

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In any event, the key thing I wanted to find out about is what is in the training now, or what will be anticipated to be in the training, regarding how to communicate with the deaf person, regarding their need for a legally certified interpreter, number

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one. And number two, how is there going to be communication with the deaf person, that the deaf person is entitled to ask for a supervisor, in case that doesn't happen.

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And I'm not a deaf person but through a lot of our expert witness testimony.

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I've learned an awful lot, and so many people who are deaf, writing is not the best way to try to communicate, especially if they're born deaf and there's a lot of,

you know, other reasons but I think that needs to be a consideration in the training and.

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And again, there's some legal requirements that say, you better do it because there's some liability out there. So thank you again for what you're doing and I just wanted to ask those questions because it's not an easy thing to figure out.

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Thank you.

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You're absolutely right.

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statewide.

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It's not an easy thing to figure out. This may be one where.

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After the Commission does a little bit more work.

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We may have to get back in touch with you to fully answer this question, but I can.

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I'll pose it to the rest of the commission members if anybody would like to chime in on this one.

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Kevin This is Jill good cook. I thank you for your, your comment question, and offering your expertise as we move forward. I will tell you that I have continually brought to the commission and have been listened to and we continue to put in their accommodations

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for people that you may not think about where those accommodations, need to be kept in mind.

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And for what individual and why and how. And so I we're offering feverish they taking notes I believe hopefully you see us all looking down and taking notes so I've been really specific about putting down your inclusion for requesting an interpreter and

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on and also supervisor, and how that happens how that's facilitated so I think that falls into that category of specific accommodations for people that we are trying to address as well.

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Um, I do not see any other hands up so I'm going to go to the question and answer it I had a comment. Oh, I'm so sorry Jennifer, I'm sorry.

01:23:01.000 --> 01:23:16.000

I was just going to add I think that's why it's really important to have people here and to be able to ask them to share resources because I think that that's really important that the deaf community tells us what it is that they need and what the best

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practices and Kevin if you could also share that with us I think that if we could get that into the training that would probably be ideal, at least from my perspective so that we start off right and train officers on what the appropriate steps are.

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If that would be okay.

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And I just did another chat to everybody so if there's any recommendations, the chats are being saved so if you can either put it in the chat. When those recommendations will be passed on, and then you can also email me if there's anything that you would

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like to add attachments anything like that.

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So don't worry we're going to go to your questions here and it looks like you might have said that both of them are answered, I just want to make sure we get to them.

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The first one is how often do you review existing trainings for changes and best practices and what priority is this given.

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This may be another one for chat to finish but I do know that posts, all over the country do review their training on a regular basis some annually, some even more this post board has taken the additional step of

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this and this effort just started recently of taking a look at its training and revamping it in tirelessly to bring it up to

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a, an even higher standard than already is. But the specific specifics on curriculum review. I would misstated if I tried to answer that for Colorado post right now janyk.

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Could you help us out on that.

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I can we just completed a fairly extensive review and update revision of the curriculum that was provided the board in December.

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This the recommendations of this commission will result in additional outcomes added to the end learning goals, added to the curriculum, which will go into effect in July, and the committee curriculum committee.

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Aside from the Commission's work is continuing to look at revisions.

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The it's our intention to go through the curriculum, every year, and make recommendations for what needs to be updated.

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You know, to make sure that we're incorporating whatever is has arisen in police work that we need to incorporate, but also as the chief said there is effort to completely revamp it.

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And so that will ultimately, probably a couple of years, a few years will be completely redone. So, it is being done annually now.

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Thank you and then another question from Dory what support Do you give officers to unlearn something like the use of force continuum.

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And unlearn.

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Many of our fewer officers and new to me is within the past 10 years, many of them never learned these curriculum. These curricula, as critical thinking and de escalation and things like CIT have been introduced.

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But supervision is the key and good training is the key.

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Good, good basic training, and for those of us who came on before things have changed in such a positive direction. There is that in service training, which again is a minimum of 24 hours, and a max than the maximum is up to the, to the agency head.

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When you're.

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This is new, what we're doing right now is new.

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And it is, it's it's a promising.

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Promise by the state of Colorado to pay attention to the pillars that build good policing and training is one of those pillars. So, again, while I can't speak for every agency, I can tell you that the state.

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The lead through the legislature and through the attorney general's office are working extremely hard to address the concerns that you raised to take more control, and make sure that the training, and our officers get is more consistent that it's reviewed

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on a, on a, on a consistent basis.

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Thank you. We're going to go to a couple Hands up. Kevin Williams.

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I think you still have permission to speak it and I don't think I changed up for you.

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Alright, well we'll go back to you, Kevin

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Ollie Thompson.

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Can I apologize my dogs are probably about to bark, um, but I just chief Gordon asked for resources around the deaf and hard of hearing issues, and just I think that the other gentleman was alluding to, it's an ABA violation to not provide an interpreter.

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When a police officer is asked for one however there are tools available video remote interpretation through language line is available for our patrol officers on their phones, so I know Douglas County just expanded their beer right program, there's lots

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and lots of resources out there so I would encourage those to be brought into

whatever training you you move forward with so when our guys do do a traffic stop they are, you know, deer in the headlights they have those tools at their disposal.

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Yeah, thanks Ellie and coral causeway.

01:29:51.000 --> 01:29:58.000

Fantastic thanks I don't have a question, but I do have some information, I'd like to express to the condition.

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Today, and this.

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I kind of prepared this testimony in in reaction to what during commission meetings.

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You guys have been talking about which is we want to know more about the issues the specific issues around how people are interacting how people with disabilities are interacting with law enforcement and and other first responders and kind of what those

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scenarios look like so. I have come today with a few scenarios that we are hearing at the Alzheimer's Association, from families across the state.

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We don't hear about them a lot. None of these scenarios we hear a lot but we are hearing them more often.

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These are the main ones. The first scenario is peace officers being called to our residents when the family caregiver can't manage the aggressive behavior of their loved one living with dementia.

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And it's important to know a few things in this scenario and that is that dementia can result in behavioral changes that make the person living with it suddenly fear the people around them, even family members, even even their own family, or become aggressive

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or combative, and these changes are exacerbated during times of heightened stress. Like when police officers and EMT show up at the door and dementia is progressive meaning that the first time the person with it living with it or their caregiver realizes

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their loved one can't do something or is unsafe doing something is the first time

that happens, right.

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There's no forecast of when that's going to happen to your loved one in any particular scenario. So this first story is from a family living in Metro Denver.

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My husband Cliff that had been suffering from Alzheimer's disease, which is a type of dementia and I know this family personally and Cliff was had younger onset Alzheimers, which means he was not over 65 and.

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And so he had been suffering from Alzheimer's and because of his Alzheimers his behavior suddenly changed one night and he became angry and threatening to to his wife, my name is Maddie, and he actually threatened her told her he wanted to kill her.

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So Mandy called her their primary care physician, and the five primary care physician and recommended that they call 911 and this is almost always wide peace officers get involved in these situations because that's what they're told is called 911.

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So when the peace officer and the empties arrived they asked, Maddie if she was a victim of domestic abuse and she said, No, my husband has Alzheimer's, and they still insisted he was a bet Cliff was abusing her baby strapped him down on a stretcher and

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took him to the hospital. After a battery of tests and being at the hospital for some time that he was able to take him home by then he had come down and was back to his being his old self and didn't even remember the incident which is perfectly normal.

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We're hearing about this type of story more and more often only sometimes with an even worse outcome and we've heard of people being dumped taken to jail instead of a hospital, and so that person with dementia is sitting in jail.

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And in those instances the family then as a whole other set of issues to resolve after that initial incident is over.

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That's why we feel like recognizing dimension knowing how to interact with someone with it and being able to refer that family to community resources is so important.

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The next scenario, I want to talk about is a peace officer being called about an

argument.

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An argument at the local business and I'm not going to summarize the Karen Garner story, I think everybody already knows that story by now.

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But know that it's common for people with dementia to, to not remember societal norms and, and so they can be. They can do things like shoplift or have an indecent exposure or false reporting, they can do those things.

01:33:28.000 --> 01:33:40.000

Because of the dementia, and they also have difficulty communicating and understanding what's happening to them at that period of time. And so this story actually is a positive one and it comes from the northern Front Range of the person living with dementia

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visited the same store every day. And on this occasion he experienced conflict with an employee that resulted in a verbal argument and the police being called when the police arrived they realized the patron had dementia or that something's wrong and

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they interviewed appropriately and although the store banned the man from coming back. the police coordinated with his wife to notify her of the incident and refer her to community support and that support included a plan for him to visit other stores

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and not the one where the conflict occurs and and what I want to point out about this scenario is it prevents future scenarios. Right. The first responders can not only manage the situation they're called to, but also be a catalyst for positive change

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for that family so that family can redirect behavior and prevent that person from getting into those situations in the future.

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I also want to note that peace officers can stop erratic or dangerous drivers and sometimes those drivers may have dementia and so if one scenario which I won't actually read through but I'll say it basically what happened was the officer stop the man

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and they just brought him home.

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And didn't tell the wife when they showed up at home that what had happened and so, to some extent, that could have been a catalyst for that for that family to start

having the conversation of taking that vehicle from that person, but the caregiver needs

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to know that, or that can't happen.

01:34:56.000 --> 01:35:08.000  
And so I will also point out that there are other scenarios where people with dementia interact with other first responders, which is why we are so concerned that the Commission also recommend training for other first responders I'm not going to go through

01:35:08.000 --> 01:35:24.000  
that. But what I will say is that, I'm going to submit my testimony in writing, we have a lot of training, especially are approaching all timers online class which is specifically first responders it's a 15 minute scenario based training that is specifically

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for first responders it's free today to any first responders, we had a very large uptick in the number of people in northern Colorado who took that training post the Karen Garner incident.

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And so I'm going to submit my written testimony to Courtney and it has all the links to our online training and if you have any questions about that training, feel free to give me and calling somebody from our organizations, be happy to talk with you

01:35:48.000 --> 01:35:49.000  
about it.

01:35:49.000 --> 01:35:54.000  
That's all I had today I'm happy to take questions but thanks for your time.

01:35:54.000 --> 01:36:00.000  
Thank you for all that looks like Lori has her hand up. I didn't know if you can see that chief sorry.

01:36:00.000 --> 01:36:02.000  
Hi coral.

01:36:02.000 --> 01:36:08.000  
My name is Lori Williams. I'm one of the new condition members permission or whatever you want to call it.

01:36:08.000 --> 01:36:26.000  
And we work with older adults and I totally understand the dementia portion and that there's not just one reaction there's several different kinds. And I did review some of the curriculum and some of the recommendations and I will tell you

that dementia

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related behavior is recognized in that curriculum. So, that is being looked at very closely. And again, like you said there's many different forms a dimension, many different forms of behavior, and it's not always easy to figure out that someone has dementia.

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So, and yes, of course, agreed caregivers should know if there's an incident involving a police officer or any type of first responder so thank you for your comments and thanks for your training, we'd love to see that.

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Right.

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Yes, thank you coral man glory.

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Well, we don't have anybody else who is identifying that they want to speak.

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If you're unable to raise your hand on zoom, feel free to type it in a chat, even just that you don't have to type your question you can just say that you, you have a question and then I can.

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Okay, here's a, here's a hand from Brent.

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Hi my name them but

01:37:55.000 --> 01:38:03.000

we've got all good.

01:38:03.000 --> 01:38:23.000

I'm gonna moon DLB. Go genetic and film will merge cell on me and my coffee Wi

01:38:23.000 --> 01:38:31.000

Fi ID, training, who died in the

01:38:31.000 --> 01:38:47.000

fall, that are involved, men. Indeed, in chat Burlington County. Yeah we bought by field, and they need.

01:38:47.000 --> 01:38:53.000

And they need. How do you feel when you go away.

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I be

01:38:57.000 --> 01:39:00.000  
good.

01:39:00.000 --> 01:39:12.000  
And I one dude who dare you about ga D training.

01:39:12.000 --> 01:39:18.000  
I look good thing down wall, the wall.

01:39:18.000 --> 01:39:23.000  
So I really

01:39:23.000 --> 01:39:33.000  
need. We really getting now you did bring the good.

01:39:33.000 --> 01:39:38.000  
Did your

01:39:38.000 --> 01:39:53.000  
aging DC the boot. Where did it come true bird to some guy Andy.

01:39:53.000 --> 01:39:56.000  
I don't want them.

01:39:56.000 --> 01:39:59.000  
They don't come.

01:39:59.000 --> 01:40:02.000  
Thank you.

01:40:02.000 --> 01:40:14.000  
Thank you, Brad. I see a couple of the commission members having hands up so feel free to jump in, I think, Shannon maybe I saw yours first but Jennifer I'm sorry if I am wrong.

01:40:14.000 --> 01:40:16.000  
Thank you, Brian.

01:40:16.000 --> 01:40:24.000  
Honestly, I thought, with the way we're going I just wanted to make sure that we were careful to address everything in the chat.

01:40:24.000 --> 01:40:34.000  
There are a few things that have been missed so I just want to make sure we're able to to address those before we sign off.

01:40:34.000 --> 01:40:52.000  
Yes, if I've missed something please don't hesitate to bring that up. We'll give

Jennifer a chance to comment and then if there's something I missed in the chat please feel free to bring it to my attention because I might have missed it.

01:40:52.000 --> 01:41:11.000

Yeah, so I had some questions. One was for Brent and I wondered if he felt like all law enforcement agencies should use people at disability as well their training for different tactics or what, what are your feelings about that.

01:41:11.000 --> 01:41:20.000

Yes, they do IBLM phone man

01:41:20.000 --> 01:41:28.000

should be all dial in the building.

01:41:28.000 --> 01:41:33.000

So the tank needs

01:41:33.000 --> 01:41:46.000

to deal with the one they go in jail in the winter.

01:41:46.000 --> 01:42:01.000

And do you feel like I'm trying to keep somebody safe because they have a particular disability means that they should not be included on the training, like as like an individual, but they should use an actor instead of a person with a disability.

01:42:01.000 --> 01:42:03.000

What do you mean.

01:42:03.000 --> 01:42:04.000

Wow.

01:42:04.000 --> 01:42:14.000

Well, like if we're gonna bring people with disabilities to a class, and we're going to train them on different like we're going to train officers on different issues with people with disabilities.

01:42:14.000 --> 01:42:15.000

Right.

01:42:15.000 --> 01:42:20.000

And you say that you already have done this, if I understood you correctly.

01:42:20.000 --> 01:42:30.000

Like what does that look like, like there's some concern that maybe it's not safe to bring people with disabilities to certain trainings for law enforcement.

01:42:30.000 --> 01:42:39.000

And so from your perspective, I'm wondering, do you feel like people with disability should be included.

01:42:39.000 --> 01:42:48.000

Even if they may not. If there's like a perspective that they may not be safe and those situations.

01:42:48.000 --> 01:42:54.000

In general, and

01:42:54.000 --> 01:42:59.000

what like what classes do you help with

01:42:59.000 --> 01:43:08.000

D ID draining Jeff

01:43:08.000 --> 01:43:12.000

from five

01:43:12.000 --> 01:43:21.000

things to help with I'm sorry if I interrupted you.

01:43:21.000 --> 01:43:30.000

Because I'm hearing you say that you really like helping and that you're very helpful with the officers and you help us see it training which is really intensive.

01:43:30.000 --> 01:43:39.000

So I'm just curious because not everybody has experience with that and I haven't ever done it. So, we could Would you be willing to share with things you help with.

01:43:39.000 --> 01:43:43.000

and if you don't want to that's okay too.

01:43:43.000 --> 01:43:49.000

I

01:43:49.000 --> 01:43:57.000

do me deal with B boy in the bill with

01:43:57.000 --> 01:44:04.000

us. They vague you name me

01:44:04.000 --> 01:44:07.000

a gumball.

01:44:07.000 --> 01:44:21.000

Then shy. Bigger, bigger with disabilities don't like the movie I judge.

01:44:21.000 --> 01:44:34.000

A young all die then want to go with them at good dude knows in the big go they.

01:44:34.000 --> 01:44:46.000

We they gene Kim with them. So today, stand out the world with.

01:44:46.000 --> 01:45:01.000

Okay, I appreciate that. So I think what I hear you say is that when you help with classes, it just depends on the class. And, and it just depends on how you include people with disabilities but it's something that you enjoy and that you think is really

01:45:01.000 --> 01:45:04.000

important is that right.

01:45:04.000 --> 01:45:07.000

Yeah, they got it.

01:45:07.000 --> 01:45:14.000

Okay, I appreciate your perspective, thank you for sharing I hope I didn't make you feel uncomfortable.

01:45:14.000 --> 01:45:21.000

No you didn't. Then, Thank you.

01:45:21.000 --> 01:45:29.000

And then my other question is just for everybody because I want to make sure that I heard what everybody was saying.

01:45:29.000 --> 01:45:42.000

And I try to write it down but I've been kind of stressed out because I don't want to leave anybody out of this. And so, I heard from people who are blind or have low vision.

01:45:42.000 --> 01:45:51.000

I heard from people from the deaf community. I hear from people that have IDD I heard from people that have epilepsy.

01:45:51.000 --> 01:45:54.000

I heard from people that have cerebral palsy.

01:45:54.000 --> 01:45:58.000

I heard from people that have autism.

01:45:58.000 --> 01:46:08.000

And I know about TV I don't think anybody was here that said that did I leave anybody out, who felt like their needs, need to be covered by this class.

01:46:08.000 --> 01:46:23.000

Jennifer This is Jill I think we need to add in the comorbidity of mental health and behavioral health and that shows up in the intersects with a lot of it but I think that's a big piece of it we can as a, as a commission we can look at this new 988 number

01:46:23.000 --> 01:46:32.000

as well and how that's going to be implemented with mental health and how that overlaps and intersects I think that's something that we can talk about.

01:46:32.000 --> 01:46:45.000

Thank you. Thank you. I'm sorry if I interrupted you. And then I also heard because you triggered my memory I heard people say that sometimes disabilities you have more than one disability and sometimes causes complications.

01:46:45.000 --> 01:46:48.000

I'm sorry if I interrupted you Jill.

01:46:48.000 --> 01:46:57.000

Was there anything else I missed. I just want to make sure we don't cut off anybody in that we didn't miss let somebody I just say no for this is Lori.

01:46:57.000 --> 01:47:05.000

Yes, dementia, related dementia. Thank you. Thank you.

01:47:05.000 --> 01:47:20.000

Awesome. I really appreciate everybody being here and I will. I'm not the speaker the leader but I just really appreciate that and I, I feel a lot less anxious now that we've heard people speak and I don't feel like anybody's voice is being left out so

01:47:20.000 --> 01:47:24.000

I appreciate everybody being here. Thank you guys.

01:47:24.000 --> 01:47:29.000

Or we would like to add addiction issues to that.

01:47:29.000 --> 01:47:36.000

And we do have another question unless any of the other condition members have something to add.

01:47:36.000 --> 01:47:40.000

All right, Shannon.

01:47:40.000 --> 01:47:48.000

Hi there, I just had one, maybe clarifying question and I don't think that I heard discussed or just maybe mentioned today.

01:47:48.000 --> 01:48:01.000

So one of the issues that we faced is we're often told, and I, my family, myself, I'm told, when my son is in crisis or families in crisis to call the crisis line.

01:48:01.000 --> 01:48:06.000

And ironically I called the crisis line and.

01:48:06.000 --> 01:48:12.000

And I actually called them just to say look I'm testing this so that sort of our dry run right.

01:48:12.000 --> 01:48:22.000

And I gave them different scenarios and I even called different locations and got different so I'm in Jefferson County, to be clear, So I got Jefferson Center for Mental Health.

01:48:22.000 --> 01:48:26.000

We were already going there. So we had a relationship with them.

01:48:26.000 --> 01:48:30.000

but their answer was quite honestly call the police.

01:48:30.000 --> 01:48:37.000

And so, you know, I told them that that again, if people are living in extreme fear.

01:48:37.000 --> 01:48:48.000

And I'm not saying fear of the officers I'm saying the fear of unknown, right, and knowing how the situation is going to transpire

01:48:48.000 --> 01:48:57.000

it. I wonder if there's any, any motivation or desire from this commission or if it's even being discussed and how your work.

01:48:57.000 --> 01:49:08.000

interplay plays with the crisis line and crisis centers because they said well if he's in crisis bring him here know when my son is in crisis, he is literally beating the crap out of me.

01:49:08.000 --> 01:49:13.000

I mean I am being hurt. I am being bloody I've been bruised. That's why I need help.

01:49:13.000 --> 01:49:22.000

So it's not an option to put a speeding bullet in the car and expect me to drive down the road safely, and I will get the police involved.

01:49:22.000 --> 01:49:32.000

And so I just, I guess my ultimate question is is is their motivation to understand how crisis intervention and prevention works along with this commission.

01:49:32.000 --> 01:49:45.000

And the answer can't always be just call the cops. And that's what they call the cops.

01:49:45.000 --> 01:49:56.000

Thank you, Shannon you are voicing the frustration of hundreds of thousands of

people in public service right now.

01:49:56.000 --> 01:50:15.000

Police were never meant to be the solution to many of the problems that these young officers at night, are being forced to address the the idea behind the police is that something is happening.

01:50:15.000 --> 01:50:39.000

That shouldn't be happening, about which someone should be doing something right now, which is why we invented 911, when it when it comes to people in crisis is slowly making its way around the country, that if you do call the police.

01:50:39.000 --> 01:50:50.000

That the operators will recognize that this is not necessarily a situation that requires the armed authority of the state.

01:50:50.000 --> 01:51:03.000

And in many communities, those operators are trained to provide numbers to resources, but as you mentioned, even those numbers are not necessarily going to work.

01:51:03.000 --> 01:51:18.000

So police chiefs and sheriffs, and others in public service. We are doing everything that we can to ensure that we don't have to ask the question, in the future, where the police justified and what they did.

01:51:18.000 --> 01:51:36.000

We need to start asking the question, where we justified in sending them. So we're doing what we can and I can't promise you that it's going to happen fast, but we are doing what we can to ensure that people on crisis are getting the correct resources.

01:51:36.000 --> 01:51:50.000

In addition, the governor This is a secret but the governor is planning right now to invest well over 100 million dollars in public safety, and a portion of that a portion of that allocation.

01:51:50.000 --> 01:51:53.000

If the legislature.

01:51:53.000 --> 01:51:59.000

Finally approves it after all the work that we are planning to put in a portion of that will go to funding.

01:51:59.000 --> 01:52:06.000

Call responders, clinicians that can be sent.

01:52:06.000 --> 01:52:23.000

Usually along with a police officer because a lot of these situations can be tapped can be extremely tense, but can be sent along with a police officer, and that

clinician who is right there on the sea, will be able to assist with that response.

01:52:23.000 --> 01:52:39.000

We are developing a co responder program here in Thornton, a lot of our sister agencies around us already have them, and hopefully that along with us working better with service providers will be able to address some of these things.

01:52:39.000 --> 01:52:50.000

It has been a very frustrating ride the past several years, but I do see us making a lot of progress in that area.

01:52:50.000 --> 01:53:03.000

He if I just wanted to throw in there real quick to that I think you're absolutely right. I mean, when it comes right down to it that there's a crisis happening, and everybody else's right, who to call.

01:53:03.000 --> 01:53:15.000

So they call the cops and the cops aren't always the best answer and we have all people realize that they were not the best place the best answer either so

01:53:15.000 --> 01:53:21.000

as much as I mean we think about it right, we're in.

01:53:21.000 --> 01:53:32.000

We've run out of anybody else to to do something with you describe your, your son as as bleeding you and beating the crap out of you literally.

01:53:32.000 --> 01:53:47.000

You try to think of what the officer who is, you know, responding to crisis is supposed to do what you expect him to know what you expect to know about your particular situation, as well as the all the other people in their community, and all of their

01:53:47.000 --> 01:53:51.000

unique situations.

01:53:51.000 --> 01:54:06.000

I just I, one of the things that sticks in my head, a lot is making sure that we have realistic expectations of officers and deputies that when we've heard the phrase you know if you've met one individual partisan you've met one person with autism, right,

01:54:06.000 --> 01:54:09.000

the phrase that goes with that.

01:54:09.000 --> 01:54:15.000

What do we want to know what to expect the officer to know what do you expect the officer to do.

01:54:15.000 --> 01:54:21.000

We can't be experts in everything we can be knowledgeable about a lot of things.

01:54:21.000 --> 01:54:33.000

So yeah, it's just when you get that officer called having those realistic expectations of what what you expect when they show up.

01:54:33.000 --> 01:54:40.000

We've already run out of options and that's why we're calling the place.

01:54:40.000 --> 01:54:51.000

I'm going to I'm going to start going back through chats, I don't have anybody raising their hand right now so I'm going to go back through chats and just make sure that every call the comments were raised so that the Commission can hear those.

01:54:51.000 --> 01:55:03.000

So advocacy Denver works with individuals with disabilities birth through life peace officer and other responder and forgive me I have a very small screen that I'm reading this from so it gets a little choppy peace officer and other responders training

01:55:03.000 --> 01:55:20.000

should include one information in relation to a range of disabilities to de escalation three Positive Behavior Interventions for culturally culturally and linguistically appropriate practices training should be differentiated working with children, youth

01:55:20.000 --> 01:55:31.000

and adults, advocacy Denver has observed that officers may be called to a school when a student is in crisis behaviors, when the child is young, the officers will frequently call for an ambulance.

01:55:31.000 --> 01:55:42.000

Those responders administer a chemical restraint and transport the child to the hospital. The parent is called to the hospital and waits with their child in the emergency room to take their child home.

01:55:42.000 --> 01:55:50.000

Once they wake up the trauma associated with this is profound.

01:55:50.000 --> 01:55:58.000

And then, forgive me while I get to the other comments I just want to make sure that we're not missing anything here.

01:55:58.000 --> 01:56:06.000

While you're doing that Dory asked how globally do we look for best practices

01:56:06.000 --> 01:56:24.000

posts in all 50 states are connected with each other through, through just a network professional networks and through training organizations, and they do talk

to each other and compare notes.

01:56:24.000 --> 01:56:37.000

In addition, many police departments have arms of research development and policy that also reach out to each other, compare notes and talk about best practices.

01:56:37.000 --> 01:56:52.000

We also do this through conferences, through memberships and national and international organizations. So, I just saw Norway and Sweden. Yes, through international organizations such as International Association of Chiefs of Police Police executive research

01:56:52.000 --> 01:57:12.000

forum, I add blessed, which is a long acronym that stands for a training organ is international training organization. We do not only speak to each other but we internationally attend the same conferences.

01:57:12.000 --> 01:57:21.000

Thank you, Chief from Marlene, she says with everything that has happened to Pete, to so many people of color, how do I trust the system.

01:57:21.000 --> 01:57:25.000

It is a very deep question.

01:57:25.000 --> 01:57:31.000

One that we may not be able to answer fully for you but I can,

01:57:31.000 --> 01:57:38.000

I can suggest to you that what we're doing today should be in an investment in that trust.

01:57:38.000 --> 01:57:49.000

I grew up in some pretty tough neighborhoods, there's nothing like it in Colorado, believe me, and I grew up disliking the police.

01:57:49.000 --> 01:57:57.000

But I decided that I would like to see people like me working in public service.

01:57:57.000 --> 01:58:00.000

So, to everybody on this call today.

01:58:00.000 --> 01:58:20.000

If we all take that approach, work together to make our community stronger focus on what we have in common and build off of that. I have not been into a neighborhood yet that had different values, and the neighborhood, next to it.

01:58:20.000 --> 01:58:37.000

No matter how rich they were or how poor they were, what ethnic group was predominant in that area. Everybody wants peace. Everybody wants safety and people do want to trust their police officers, so we can continue doing things like this.

01:58:37.000 --> 01:58:57.000

Continue, getting to know one another. Continue focusing on those shared values, and also continue getting to a specifically getting to know one another and see each other as people with the same goals, and the same values, we may be able to start working

01:58:57.000 --> 01:59:06.000

on some of those trust issues I can tell you that police officers are no different than anybody else and no different than any other profession.

01:59:06.000 --> 01:59:11.000

There's some good ones there's some bad ones that there's everything in between.

01:59:11.000 --> 01:59:26.000

I can also tell you that no profession that I'm aware of, spends as much time focusing on scouring its ranks of those who lack integrity, and those who would perpetuate a dysfunctional culture.

01:59:26.000 --> 01:59:38.000

I don't see any internal affairs divisions and hospitals, schools, or legislative bodies that are working on getting rid of those who do not embody our core values.

01:59:38.000 --> 01:59:52.000

I don't intend to say that it's going to be easy or that the fight is nearly being over, but I can tell you that we are working on it.

01:59:52.000 --> 01:59:56.000

Thank you, Chief comment from Kevin Williams.

01:59:56.000 --> 02:00:13.000

We may have representatives of the current condition for the deaf and hard of hearing and deaf blind in the meeting but they would be a resource for how to provide effective communication during initial contact with first responders.

02:00:13.000 --> 02:00:23.000

Kevin continues and he says unfortunately my involvement happens after the required effective communication fails, I would not presume to have the answers.

02:00:23.000 --> 02:00:27.000

And then there was a thank you chief to you from Shannon.

02:00:27.000 --> 02:00:41.000

For the your candor and sage words, and that she hopes it's emulated throughout the state and all agencies.

02:00:41.000 --> 02:00:46.000

We're getting close to the end of our meeting.

02:00:46.000 --> 02:00:55.000

So, if there's anyone with a question that has not been answered, please ask it now, so that we can address it.

02:00:55.000 --> 02:01:08.000

If we have a question from Dori Babcock, and she was asking about, if, if we ever look at what's going on in Norway and Sweden.

02:01:08.000 --> 02:01:13.000

Yeah, I, I may have addressed that we do.

02:01:13.000 --> 02:01:29.000

we do look at what's going on internationally individual police agency, don't do this but the organizations of, of which we are members do actually have the opportunity of hosting some officers from Norway at the academy that I directed they spoke perfect

02:01:29.000 --> 02:01:41.000

English. They were both tall and handsome and I was jealous.

02:01:41.000 --> 02:01:44.000

Okay, I don't have any other hands up.

02:01:44.000 --> 02:01:57.000

We're about 10 minutes ahead of schedule, if any, any final comments for the members of the public before we move into the next section of our meeting.

02:01:57.000 --> 02:02:02.000

While you're all thinking again on behalf of the Commission on behalf of the chair.

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And on behalf of the attorney general's office.

02:02:06.000 --> 02:02:11.000

Thank you so much for attending our town hall.

02:02:11.000 --> 02:02:16.000

In my opinion, I think we exceeded what I expected.

02:02:16.000 --> 02:02:30.000

And we truly truly appreciate your willingness to be involved, and your willingness to be to be forthcoming with your input, even, even the reservations that you might have.

02:02:30.000 --> 02:02:40.000

All of that is extremely important to us, which is why the Commission, the members of the Commission decided to do this.

02:02:40.000 --> 02:02:57.000

And one more question. We might have a couple here, popping up but Marlene would like to, when she really appreciate your candid responses chief Gordon and then

she's curious about the involvement of Jefferson County Westminster police, and specifically

02:02:57.000 --> 02:03:05.000

she would like to hear how they answer and respond to them any questions asked today in the town hall. And is there something being done to get them on board.

02:03:05.000 --> 02:03:09.000

Um, one commission is done.

02:03:09.000 --> 02:03:13.000

The curricula, curriculum anyway.

02:03:13.000 --> 02:03:28.000

will be required curriculum that he taught at at academies and then we'll also have a bit of influence. As things stand right now in in service that continuing education.

02:03:28.000 --> 02:03:31.000

Again when it comes to specific police agencies.

02:03:31.000 --> 02:03:46.000

They are community and city specific I would encourage you to reach out to the chief executives of those agencies.

02:03:46.000 --> 02:03:48.000

Okay.

02:03:48.000 --> 02:04:08.000

Well, at this time, the commission is going to switch into more of a organizational planning mode. So, they will have the chief the chief thank you so much for your moderation today, and the chair is going to take over with roll call on more formal meeting

02:04:08.000 --> 02:04:18.000

to discuss the meeting schedule and anything else that needs to be discussed from today from me just to plan moving forward.

02:04:18.000 --> 02:04:22.000

Well, so hey cheap I just want to thank you for that.

02:04:22.000 --> 02:04:34.000

You were the perfect one of us to read that the chairs not always the best person for every role. And I think you did a great job and I think the other members of the commission that agree.

02:04:34.000 --> 02:04:38.000

I see lots of headlines, so.

02:04:38.000 --> 02:04:39.000

So quick roll call.

02:04:39.000 --> 02:04:43.000  
I'm going down my list.

02:04:43.000 --> 02:04:47.000  
I haven't seen damn great.

02:04:47.000 --> 02:04:50.000  
Jennifer Roberts.

02:04:50.000 --> 02:04:52.000  
Yeah.

02:04:52.000 --> 02:04:53.000  
Job.

02:04:53.000 --> 02:04:57.000  
Emily is there is lasting Josh.

02:04:57.000 --> 02:05:01.000  
Jill present.

02:05:01.000 --> 02:05:10.000  
I think Lori's in the spot that Deborah used to be in.

02:05:10.000 --> 02:05:14.000  
And then, Jessica

02:05:14.000 --> 02:05:19.000  
hadn't seen Erica,

02:05:19.000 --> 02:05:22.000  
or Chris.

02:05:22.000 --> 02:05:26.000  
Chief ICUF still here.

02:05:26.000 --> 02:05:27.000  
Shannon.

02:05:27.000 --> 02:05:31.000  
I'm here, and Janet.

02:05:31.000 --> 02:05:34.000  
I am here.

02:05:34.000 --> 02:05:49.000  
So we just at this point, we can do kind of that debrief of if we want to talk about things we heard, where we can go straight to planning and figure out what

we're going to do going forward from here,

02:05:49.000 --> 02:05:56.000

there anything that anybody want to comment about today.

02:05:56.000 --> 02:06:02.000

I'm so glad that we did this. That's all I have to say.

02:06:02.000 --> 02:06:05.000

Joe, go ahead.

02:06:05.000 --> 02:06:07.000

Thank you.

02:06:07.000 --> 02:06:14.000

Of course have something to say. And it would be helpful for me I was taking notes and I saw a lot of other people taking notes.

02:06:14.000 --> 02:06:29.000

Courtney I'm putting you on the spot is it possible that we can kind of put our what we have on our notes send them to you and maybe you could come up with a master list that is that, you know, has categories and then we can talk about that.

02:06:29.000 --> 02:06:33.000

In our next meeting, as a general meeting.

02:06:33.000 --> 02:06:41.000

I just, I just would like to make sure I didn't miss anything that somebody else heard vice versa.

02:06:41.000 --> 02:06:50.000

Um, my plan was to go and listen to the recording actually to make sure nothing was missed, and then do a general summary of the points that were made.

02:06:50.000 --> 02:07:07.000

What would be helpful to me since you asked is actually if I just do that you have your own notes and I'll send that out.

02:07:07.000 --> 02:07:20.000

probably just be a time saver for me. And I have all the chat saved the recording is on. And we have the closed caption.

02:07:20.000 --> 02:07:35.000

So if you guys want to put your notes in so people can see what you got. Don't feel like you have to put notes in if you weren't taking notes I know that was took energy to pay attention and respond so don't feel like you have to put anything.

02:07:35.000 --> 02:07:44.000

And then I was also just going to go through and make sure I summarized all the points that were made and all the resources that were brought up today.

02:07:44.000 --> 02:07:49.000

Perfect. Sound like a plan. Okay, that sounds perfect.

02:07:49.000 --> 02:07:52.000

Shannon, go ahead.

02:07:52.000 --> 02:08:03.000

And that was it. So it was a little bit of what she said and a little bit of what Jill said, I have a couple of pages of notes and I just want to ensure that we're able to get all of your guys's input.

02:08:03.000 --> 02:08:15.000

I have been working diligently on putting together the lesson plans for every, every facet that we've been given. and this today, it really really helped.

02:08:15.000 --> 02:08:25.000

I just want to ensure that I have really strong legitimate resources for a lot of what was said. So if you guys got something I would love this.

02:08:25.000 --> 02:08:41.000

Or if I missed anything and if you have any input. I'll be uploading them as soon as possible. I'm hoping Friday. I'll have the ability to do that so you can all begin to review them, and we'll go from there and see what else we need.

02:08:41.000 --> 02:08:50.000

But it was excellent today thank you guys.

02:08:50.000 --> 02:08:58.000

Oh that my screen like you guys all bounced around like a face like that was the craziest I've seen a move, yet. I'm Jennifer, go ahead.

02:08:58.000 --> 02:09:03.000

And thank you, I just wanted to thank you guys all to you I really appreciate this.

02:09:03.000 --> 02:09:13.000

And I was wondering if we've heard anything about the survey and if people are giving us resources that we can use for that curriculum.

02:09:13.000 --> 02:09:30.000

So I sent a copy of the link to Courtney I don't know she sent it out to everybody else. So you can see your responses. When I looked, last time I looked, earlier this week there's 16, total responses.

02:09:30.000 --> 02:09:37.000

Other than a few of them offering themselves as resources there were no specifics in terms of resources.

02:09:37.000 --> 02:09:48.000

I can send that link to coordinate again if you need it. I have the link I was

hoping for more responses I think when we talked about last week there were only five maybe, so there were there weren't very many at all.

02:09:48.000 --> 02:09:52.000

I can check right now actually into exactly how many are there.

02:09:52.000 --> 02:10:09.000

I try to limit my email so people read what I said, I can give you a little feedback on that to that, after having being involved in a board or directors meeting, there was some confusion about with the survey.

02:10:09.000 --> 02:10:24.000

They felt like it was really geared toward what you'd like to see in curriculum which is exactly what it was versus being able to present, thoughts, questions, testimonial like we did today, which is what we talked about what we, the alternative which

02:10:24.000 --> 02:10:35.000

we discussed in our meeting which was if you have specific things you want to talk about then come to this come to this open town forum Town Hall, so that was the feedback I got was that there.

02:10:35.000 --> 02:10:41.000

There wasn't the end, some people weren't sure whether they were supposed to share it or not.

02:10:41.000 --> 02:10:55.000

And I said distributed if you want to that's you know we want to be able to distribute it widely that's why we're sending it. So, there was, you know, best efforts with all, there's always going to be something right that we're going to need to go back

02:10:55.000 --> 02:10:58.000

but that was the review that I had.

02:10:58.000 --> 02:11:03.000

So I just looked there's no 2810 of which came in today.

02:11:03.000 --> 02:11:07.000

So and I haven't, I haven't had a chance to look at any of the ones that came in today.

02:11:07.000 --> 02:11:10.000

Well that's a much better response than last week.

02:11:10.000 --> 02:11:12.000

Right.

02:11:12.000 --> 02:11:32.000

So yes, I will forward that link, you guys tell me do you want the link or do you

want me to send one email with the summary and the summary of today and the link of the survey at the same time.

02:11:32.000 --> 02:11:40.000

Yeah whatever is easiest for you, Courtney. Okay, we know that every email you send out so important. So, thank you.

02:11:40.000 --> 02:11:43.000

I'm sure you all read them all.

02:11:43.000 --> 02:11:50.000

I do and actually, I'm Jenny you had your hand up, did you.

02:11:50.000 --> 02:12:07.000

Yeah, all I really wanted to do was thank the interpreters, I just thought they did an amazing job. I don't know if they work for post or the state or the agency's office or where they work but the cat wants to guess.

02:12:07.000 --> 02:12:10.000

The word me for finding them.

02:12:10.000 --> 02:12:10.000

Courtney found them.

02:12:10.000 --> 02:12:14.000

Courtney found them. He did a great job.

02:12:14.000 --> 02:12:20.000

They were through PS ally, and the with the context of the meeting.

02:12:20.000 --> 02:12:30.000

They just wanted to make sure that they covered and had enough energy to get through so they were switching off every 20 minutes and I will recommend them, they were great to work with.

02:12:30.000 --> 02:12:34.000

So,

02:12:34.000 --> 02:12:45.000

hi Erica. Hi, I apologize, i drove someone to the airport I've been in my Carson's noon, so but I heard the entire town hall.

02:12:45.000 --> 02:12:57.000

And my windshield broke. I mean it's so cold out there it's icy, a lot of things so just thank you for your patience I really apologize, I got home as soon as I could.

02:12:57.000 --> 02:13:02.000

No worries. We're glad to hear it.

02:13:02.000 --> 02:13:14.000

So, in terms of moving forward from today, at least from the perspective of the in Service Committee, I think that we need at least one more week in our subcommittee I don't know what the post.

02:13:14.000 --> 02:13:17.000

The basic Academy.

02:13:17.000 --> 02:13:26.000

Just nodding yes so I'm thinking that we need to have at least one more week of subcommittee meetings.

02:13:26.000 --> 02:13:39.000

I don't know at this point. Cory how he would decide as a group after that whether we needed more time or if we come back as a full commission since it's hard to make decisions that way.

02:13:39.000 --> 02:13:46.000

Um, one way to do it. One option is to schedule for next week.

02:13:46.000 --> 02:13:57.000

I'm sorry your subcommittee meetings and then just schedule a follow up either next week. A short check in with the full commission dizzy if you want to continue to me.

02:13:57.000 --> 02:14:12.000

You have a lot of options so you can do subcommittees next week on Wednesday and then on Friday, meet for five minutes and say do you want to continue to meet for subcommittees or you can do whatever you want or you can schedule subcommittees next week

02:14:12.000 --> 02:14:24.000

and full commission the following week for two hours on Wednesdays, it's kind of your discretion will support however we can go ahead.

02:14:24.000 --> 02:14:41.000

I so sincerely apologize you guys but I have a huge meeting, like for our meeting at our regular time next Wednesday. So if we could go a little earlier, or find a different time, that would work for everyone, that would be helpful if we do this up.

02:14:41.000 --> 02:14:49.000

Well, actually, any type of meeting so from 124 next week I'm on Wednesday I'm taken.

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So,

02:14:56.000 --> 02:15:03.000

okay, I can do earlier because I'm have standing meetings every week.

02:15:03.000 --> 02:15:17.000

Is there another day that works for that committee is the basics of, is it basic Academy some committee able to meet at your 9am on Wednesday.

02:15:17.000 --> 02:15:21.000

Chief Gordon Jennifer Josh, I certainly could do that.

02:15:21.000 --> 02:15:24.000

Okay, Jennifer AC chief Gordon.

02:15:24.000 --> 02:15:32.000

I'm checking my calendar right now Wednesday's are generally bad for me because I have a command staff meeting every other Wednesday.

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But I've been able to work it out earlier on the 26th, we're asking, well if if the other subcommittee if the in service subcommittee isn't meeting that afternoon then you guys can keep that 1pm time slot and the.

02:15:51.000 --> 02:16:05.000

The in service of committee will have to find confined different time since the chair can't meet them, considering also Lori and Jessica are not a scientist of committees yet.

02:16:05.000 --> 02:16:22.000

I was just gonna ask where, where I need to be valid question so there's right now there's two subcommittees as you've heard one that's focusing on the basic Academy curriculum and one that is focused on in service training.

02:16:22.000 --> 02:16:34.000

So it's kind of I, I'm not sure. Chris, I don't know if you had a rhyme and reason to kind of putting people in different subcommittees when you made that list.

02:16:34.000 --> 02:16:44.000

But if my biggest rhyme and reason was making sure there is a good division between the law enforcement the post and then all the other representatives.

02:16:44.000 --> 02:16:47.000

That was my biggest rhyme and reason. Okay.

02:16:47.000 --> 02:16:51.000

I think both of the folks that left came off of the in-service one.

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I believe so because that is pretty short. So, in terms of

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people.

02:16:59.000 --> 02:17:05.000

So do we want do you want to add them. Do you want to have Lori and Jessica join the service.

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Yep.

02:17:07.000 --> 02:17:09.000

Okay.

02:17:09.000 --> 02:17:24.000

So then, Lori and and Jessica, you're on a subcommittee with Shannon, and Dr. Linda doll and Jill peacock, and sometimes Jennifer joins when she's able to give her two cents on the, on the subject.

02:17:24.000 --> 02:17:28.000

And so it sounds like they are unable to meet next week.

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Wednesday at one which was their typical time to meet. So it sounds like you guys need to find a different time to meet next week.

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So the only time that I can meet next week outside of our regular time is Monday, and I can do morning or late morning or early afternoon

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my week sucks that 24th.

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I can rearrange meetings and make anything work.

02:17:54.000 --> 02:17:59.000

I'm looking right now guys, it's my day off. That's okay.

02:17:59.000 --> 02:18:06.000

24

02:18:06.000 --> 02:18:15.000

Did you hear that. Uh huh. I learned to be careful, it's all on record so on record.

02:18:15.000 --> 02:18:35.000

I need to tell him that he's 17. Yes, right. so you guys honestly I'm good. On Monday, if we could probably do earlier, if you guys are good with that, yeah Monday, I'm available from until, I'm 1030 I could probably push to 11 and then I'm unavailable

02:18:35.000 --> 02:18:37.000

after 11.

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Okay. And I have a nine to 10, it's mandatory. So, I have a 10 to 11 So, welcome to our world.

02:18:51.000 --> 02:18:58.000

So Monday is not going to work for the two newbies Monday morning.

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Are you keeping this also switch. You can also keep it on Wednesday morning considering chief bored and can't attend

02:19:07.000 --> 02:19:09.000

the afternoon. Oh, he's in the academy. All right.

02:19:09.000 --> 02:19:19.000

No, I can, I can do Wednesday morning it's actually the time of the standing meeting that's bad for me, one o'clock is bad for me.

02:19:19.000 --> 02:19:26.000

At this point I'm, I'm good all week but for Wednesday the 20 women for.

02:19:26.000 --> 02:19:35.000

So you may not get all of us. So, if you, I will tell you that Monday if Monday if you guys can make Monday work, make it work, please.

02:19:35.000 --> 02:19:46.000

Monday, I just, I'm busy. I'm busy, that they the times that just and Lori are not available, but I'm hearing as an outside perspective, it sounds like Dr.

02:19:46.000 --> 02:19:55.000

Paul can make Monday work, Shannon can make Monday work but Lori and Jessica and Jill all have issues Monday morning.

02:19:55.000 --> 02:20:00.000

Monday morning morning. I can do it in the morning I just not available after 11.

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Okay.

02:20:02.000 --> 02:20:05.000

So we do nine o'clock Monday morning.

02:20:05.000 --> 02:20:11.000

Most of us can make it to that.

02:20:11.000 --> 02:20:19.000

Okay, and Laurie and Jessica, I will really work very diligently to try and get everything uploaded for you to review.

02:20:19.000 --> 02:20:31.000

Just to have an idea of kind of what direction we're going with by Friday, and then the next time we meet, you'll probably have a better understanding of kind of what we've all discussed.

02:20:31.000 --> 02:20:46.000

Hopefully I will, I have a standing staff meeting. This is important work though so I'm trying to make it but we'll see with the print out normally do Mondays so if it can be.

02:20:46.000 --> 02:20:54.000

Jessica we don't normally do on Mondays it's normally Wednesday so if that's any help for you it's we don't we don't usually have to move stuff around quite as much.

02:20:54.000 --> 02:20:56.000

Okay.

02:20:56.000 --> 02:21:03.000

I can do Monday at nine. I just have to be off at 10. So, we work on that will interest every Monday at nine and Janet.

02:21:03.000 --> 02:21:23.000

Interesting Monday at nine and Janet. Yes, I thought we're talking about separate main things are separate meetings. Correct. So in service and do Monday at nine and Janet are you, would you like to keep Wednesday at nine or Wednesday at one.

02:21:23.000 --> 02:21:28.000

Sure, if you do you have something Wednesday morning. Did I hear you say that.

02:21:28.000 --> 02:21:39.000

Wednesday morning. I can do like it's it's it's the actual standing meeting on Wednesday that we've been doing that was, that was difficult.

02:21:39.000 --> 02:21:47.000

Wednesday on that was that was hard but I've been able to make it work. Because I love the people we love you too.

02:21:47.000 --> 02:21:52.000

especially after today. Stop it. Right.

02:21:52.000 --> 02:21:57.000

But so nine is nine okay for everyone else done.

02:21:57.000 --> 02:21:58.000

Yes.

02:21:58.000 --> 02:22:00.000

Okay.

02:22:00.000 --> 02:22:10.000

So I have nine on Monday for in service and nine on Wednesday for basic Academy, and then would you like to schedule the following week, as a full commission or would you like to stay in so commits.

02:22:10.000 --> 02:22:24.000

Um, let's do full because well hopefully we'll have gotten far enough because we got to get some stuff done for 20th deadline.

02:22:24.000 --> 02:22:38.000

Dry permission to make just a kind of just a comment to Jessica and Lori. Yeah. So, I'd love to be able to sit down with you guys and talk to you, offline about what you know bring you up to speed, and we can't do that.

02:22:38.000 --> 02:22:51.000

And so, I know just to reinforce what Shannon said it's there's a lot of material on that we've uploaded and Shannon's working hard on some things to for the in service training.

02:22:51.000 --> 02:23:08.000

So, I would, I would, I, when I have issues with trying to figure out what's on there I I contact Courtney, she's able to, you can communicate through Courtney and she can direct you maneuver you to where you might want to go and Shannon I would just

02:23:08.000 --> 02:23:24.000

request that you don't know label something so that we mean really so we know that it's new, I mean I can see that now because I'm getting more used to it but it is, it's not intuitive necessarily of how to find things I would say, so I'm sorry I can't

02:23:24.000 --> 02:23:26.000

talk to you guys about it but.

02:23:26.000 --> 02:23:41.000

But there is a lot of information you, you know, in all your free time Nabila sit down and just have a cup of coffee with people and, like, figure out where everybody is on the same page outside of looking at you guys on the screen is probably the absolute

02:23:41.000 --> 02:23:53.000

most frustrating thing to me about how this all works is new for me, everything that I've ever been involved with has always been the three or more rule but.

02:23:53.000 --> 02:23:56.000

So it is.

02:23:56.000 --> 02:24:05.000

So I said to Courtney yesterday we talked on the phone briefly about today and I said at some point here in the near future, we are all going to get together somewhere.

02:24:05.000 --> 02:24:13.000

And we're all going to see each other in person, shake each other's hands and like, you know, have a meal or have coffee or something. We're going to make that happen.

02:24:13.000 --> 02:24:28.000

And that's how humans work. Oh, Chris, I was thinking the same thing when can we get together, I'll drive wherever I don't care just that would be lovely I think we're going to that would be a really productive, that's changing volunteer his home for

02:24:28.000 --> 02:24:29.000

all of us.

02:24:29.000 --> 02:24:36.000

I would love to I have five barbecue grills,

02:24:36.000 --> 02:24:43.000

or just randomly show up at the same restaurant same day same time sometimes so it wasn't planned.

02:24:43.000 --> 02:24:49.000

I like the five barbecues. We honestly long as you're not talking commission business right.

02:24:49.000 --> 02:24:51.000

It's not a meeting.

02:24:51.000 --> 02:25:05.000

Mission business, there's what we can, we can set up as a meeting right we can just speak and turn on the zoom and listen and, you know, what you see is one option Packers.

02:25:05.000 --> 02:25:09.000

I will so if you're actually interested in.

02:25:09.000 --> 02:25:17.000

I'll work with Courtney to figure out a time where we can all like, get together in human form.

02:25:17.000 --> 02:25:34.000

So, I'm also. So in the past I want to just open this up for you guys so I am teaching again our academy mini Academy so as our insert or our training and new deputies first come to our agency, so every new deputy gets this training.

02:25:34.000 --> 02:25:42.000

I am teaching the ADA one again coming up on February 3 Top 30 to three o'clock in the afternoon.

02:25:42.000 --> 02:25:51.000

Anybody who wants to come to that can I just need to know about it ahead of time, of course we can't talk commission business but you can watch what I do.

02:25:51.000 --> 02:25:56.000

I would just need to know who you this coming ahead of time so that I can make sure that my friend desk knows who's coming.

02:25:56.000 --> 02:26:06.000

Since this back behind the secure front door, but can you send that to me so I can email it out some people have the information in case it wasn't written now.

02:26:06.000 --> 02:26:09.000

Yep, I can do that. Okay.

02:26:09.000 --> 02:26:14.000

And then, I'm sorry. Am I interrupting Chris. No, go ahead.

02:26:14.000 --> 02:26:20.000

For the meeting after next week's for the full commission meeting you want to meet at 1pm or 9am.

02:26:20.000 --> 02:26:26.000

That's all commission should be regular time, I would think your time at work. Okay.

02:26:26.000 --> 02:26:30.000

Jennifer I saw your hand pop up.

02:26:30.000 --> 02:26:32.000

Yeah, I learned to come to your training.

02:26:32.000 --> 02:26:39.000

Okay, cool. Yeah, we never did right along. Be there I always wanted to do that.

02:26:39.000 --> 02:26:47.000

So, I even not see this is the problem to don't even know where you live, contact your local agency and just tell me what to do right along, and they'll set it up.

02:26:47.000 --> 02:26:52.000

I mean I've set it up for folks in my area to the going on right along.

02:26:52.000 --> 02:27:04.000

So it was very useful for me to help inform the trainings that I'm currently doing to do those right along.

02:27:04.000 --> 02:27:16.000

offered and very useful perspective, whereas your training going to be Chris at the sheriff's office and four columns.

02:27:16.000 --> 02:27:19.000

So our new hires will be there.

02:27:19.000 --> 02:27:31.000

I'll make I'll talk with our training manager, make sure that we have a room is big enough so that we have room for all of them as long as you guys.

02:27:31.000 --> 02:27:43.000

So I'll send that to Courtney, if you could respond to Courtney, if you'd like to come. And then she can let me know who makes sure is on the list that'd be great.

02:27:43.000 --> 02:27:51.000

Alright so we have the next two meetings planned there anything we're missing.

02:27:51.000 --> 02:27:55.000

Silence says no.

02:27:55.000 --> 02:27:59.000

Very cool. So we're done at 316.

02:27:59.000 --> 02:28:29.000

Okay, when we say if I hear is the roads are terrible, I'm sure there are tools it all knows that. Yeah, it got down to 18 degrees outside and my windshield wasn't even melting, like the ice was accumulating so just be careful out there, are you guys