

WEBVTT

00:00:34.000 --> 00:00:38.000

Hello, are you today.

00:00:38.000 --> 00:00:42.000

I'm good. How is everyone else.

00:00:42.000 --> 00:00:46.000

Shannon you're on mute.

00:00:46.000 --> 00:00:50.000

Let me see if I can unmute you.

00:00:50.000 --> 00:00:53.000

Oh, there you are. There we go. Hi guys.

00:00:53.000 --> 00:00:57.000

Yeah, for some reason I have one little picture of Courtney.

00:00:57.000 --> 00:01:05.000

I'm trying to figure out how to make it all big.

00:01:05.000 --> 00:01:09.000

Here we go, now I can see everyone.

00:01:09.000 --> 00:01:39.000

We'll give it a few more minutes. Since we don't start till one.

00:03:05.000 --> 00:03:35.000

So far it looks like we have seven commission members on the call, want to give it a few more minutes before we start.

00:04:21.000 --> 00:04:34.000

Sorry, we have eight. So there is a quorum if you guys would like to start or we can wait a few more minutes.

00:04:34.000 --> 00:04:39.000

Just mathematically people join right after this started. So, yeah, no problem.

00:04:39.000 --> 00:05:09.000

And before we start I just need to put a little preface on chatting during the meeting just so we're all on the same page. Before we start.

00:05:52.000 --> 00:05:58.000

we should probably hit a lot of ground to cover.

00:05:58.000 --> 00:06:07.000

Yeah, I just want to put, I'm just a little purpose on chatting so we, as you guys all know your commission members who were appointed by by the Attorney General.

00:06:07.000 --> 00:06:22.000

And so we do have, we do have a spot in the meeting for public comment. And I would just want to make sure that while we're doing while we're having the rest of the meeting that the public is not entering into the chat function, because it can, they're

00:06:22.000 --> 00:06:35.000

not voting members of of the commission and it can alter some of the discussion and where everything's going. So I just want the attendees, we do have three members of the public that I'm going to ask that you guys make your, your public comment during

00:06:35.000 --> 00:06:38.000

the public session.

00:06:38.000 --> 00:06:42.000

And then if you have other chats.

00:06:42.000 --> 00:06:52.000

I'm going to ask that you will you not be chatting with commission members directly during the meeting because it can just alter how the meetings going and we want to make sure everything's on the up and up here.

00:06:52.000 --> 00:07:06.000

So, if you do have comments you want to add it another time you're welcome to email me and I can push those out to two folks, but chatting throughout the meeting can get us off task and all that stuff.

00:07:06.000 --> 00:07:16.000

So I just wanted to add that, if anybody has any, any questions about that I'm happy to explain or whatever.

00:07:16.000 --> 00:07:19.000

Okay. Chris if you want to get going.

00:07:19.000 --> 00:07:22.000

So we'll do a quick roll call.

00:07:22.000 --> 00:07:27.000

And said during your break

00:07:27.000 --> 00:07:31.000

for Jennifer Roberts.

00:07:31.000 --> 00:07:33.000

Snyder here.

00:07:33.000 --> 00:07:36.000

Okay.

00:07:36.000 --> 00:07:43.000

Deborah got a long last name to be on key. Thank you.

00:07:43.000 --> 00:07:48.000

I don't see Atlanta.

00:07:48.000 --> 00:07:54.000

Margarita.

00:07:54.000 --> 00:07:59.000

Chris How do you say your last name goalie.

00:07:59.000 --> 00:08:02.000

I don't see Terrence.

00:08:02.000 --> 00:08:05.000

I'm here Shannon.

00:08:05.000 --> 00:08:08.000

Hi, I'm here.

00:08:08.000 --> 00:08:10.000

I'm here.

00:08:10.000 --> 00:08:12.000

Kool

00:08:12.000 --> 00:08:17.000

Kone you get a roll call.

00:08:17.000 --> 00:08:20.000

Yes sir I am Thank you.

00:08:20.000 --> 00:08:31.000

So for both minutes. Did anybody have any changes they want to make two minutes from the 17th

00:08:31.000 --> 00:08:50.000

not hearing none, all in favor if you raise your hand and leave it up until Courtney says okay.

00:08:50.000 --> 00:08:57.000

Dan Are you in commission member gingerbread Are you in favor of voting in the commission and as I just don't see your hand.

00:08:57.000 --> 00:08:59.000

You said thumbs up.

00:08:59.000 --> 00:09:07.000

Okay, we are good to go. Thank you.

00:09:07.000 --> 00:09:20.000

Oh, and then, next up is public comment there was coral in the chat who mentioned she would like to talk, like you said, there's two others and I don't know, I can't see who they are so corny if you take over that part.

00:09:20.000 --> 00:09:39.000

Yes, we have. We have actually four people I'll just go through coral did express interest so I'll go to coral first and then we will add. I'll just go through and see if anybody else wants to chat since it's a perfect for them to jump in here.

00:09:39.000 --> 00:09:44.000

Coral I have you up. I think you have to unmute yourself though.

00:09:44.000 --> 00:09:57.000

Oh, I can you hear me because I'm unmuted on my end, we can hear you. Okay, great. Thank you so much. My name is Carol Causeway and I'm here representing the Alzheimer's Association of Colorado, and I've been sitting in on the Commission's virtual meetings

00:09:57.000 --> 00:10:10.000

and it has been disappointing to hear the commission members being told repeatedly that they can only do with the new law resulting from House Bill 1122 requires because the law allows this commission to do much more than that.

00:10:10.000 --> 00:10:23.000

And there's been discussion about fitting your recommended curriculum into a two hour time frame, a lot doesn't require you to do that. It does require you to consider the administrative and financial burden of your recommendations, although it also states

00:10:23.000 --> 00:10:30.000

that the General Assembly may appropriate more funding to cover the cost of the additional cost of implementing the training that you recommend.

00:10:30.000 --> 00:10:37.000

Additionally, the post board has the authority to set the total number of training hours. These officers received.

00:10:37.000 --> 00:10:50.000

It's not accurate to say that if you recommend six hours of training the post board has to get rid of something else, because the post board has that authority to increase the total number of training hours if they deem it necessary and take your recommendation.

00:10:50.000 --> 00:11:02.000

It's my understanding that the Commission is also talked about not having the authority to suggest changes state annual in service training, yet the new law states and three separate places that you must recommend an in service.

00:11:02.000 --> 00:11:15.000

And additionally the existing law related to training states that the post board shall suspend a peace officer certification if the peace officer fails to comply with certain in service training requirements, including the training that you will recommend

00:11:15.000 --> 00:11:25.000

House Bill 1122 ignition to commission that would come together to solve a problem to improve the interactions of the people with disabilities and Colorado's first responders.

00:11:25.000 --> 00:11:40.000

If you check the same box if you stuff what you, what you think is appropriate into the same box that exists now we're going to get the same result. And that could be that could have devastating impacts on our state's most vulnerable residents.

00:11:40.000 --> 00:11:53.000

So I urge you to do what the law allows you to do. And, and what. But, and not just limit your recommendation to what the law requires or what's the easiest to step into the existing box and I thank you for your time today.

00:11:53.000 --> 00:12:01.000

And I'm going to post my, I guess I'm not going to post my post comments in the chat, but I can send them to you if you would like in written format.

00:12:01.000 --> 00:12:08.000

So of course if you can send them to me, that would be great. Great. Thank you. Thank you.

00:12:08.000 --> 00:12:11.000

Angela you are on.

00:12:11.000 --> 00:12:13.000

Oh wait,

00:12:13.000 --> 00:12:21.000

Angela Wilson, no thank you I have nothing to say. Okay, thank you.

00:12:21.000 --> 00:12:26.000

Mark Simon.

00:12:26.000 --> 00:12:28.000

Can y'all hear me.

00:12:28.000 --> 00:12:44.000

Yes, sir. Good afternoon, I apologize for missing last meeting. I was out for medical issues. I would ask that the committee meetings that recordings of these meetings be posted as you did with your first meeting.

00:12:44.000 --> 00:12:49.000

So when you get sick and miss a meeting you can kind of catch up.

00:12:49.000 --> 00:12:52.000

I would like to say that.

00:12:52.000 --> 00:12:56.000

Ditto to the comments that coral made.

00:12:56.000 --> 00:13:18.000

I would also like to suggest to this committee that y'all may want to have a conversation with the sponsor of the legislation and ask her what her intent was in terms of what populations should be covered under this training, and what the intent of the

00:13:18.000 --> 00:13:36.000

training should be. Because I agree with coral you're not quite going down the road that your legislative sponsor and vision. So I would suggest that you may want to extend an invitation to her to attend your next meeting and have that conversation with

00:13:36.000 --> 00:13:40.000

you. Thank you.

00:13:40.000 --> 00:13:52.000

Thank you, Mark. I can send you the recording directly just to respond your comment I can send you the meeting directly we have a limit on our website about how big of a file we can post but I can send it to you directly any of the recordings from the

00:13:52.000 --> 00:14:00.000

meeting so just email me and I'll get those to you. I appreciate that. Thank you.

00:14:00.000 --> 00:14:06.000

Joanne, Joanne, sorry if I mispronounced that yes is Julian Thank you Courtney.

00:14:06.000 --> 00:14:08.000

Can everyone hear me.

00:14:08.000 --> 00:14:16.000

Yes, thank you. So, first you know thank you all for what you're doing and the time commitment I know, I know it's a lot and it's a short amount of time.

00:14:16.000 --> 00:14:20.000

And it's a very heavy, heavy lift so I really appreciate the public service.

00:14:20.000 --> 00:14:30.000

I do want to go a lot of, you know what girl said I really appreciate that and I urge encourage the committee to, to, to really take that in consideration.

00:14:30.000 --> 00:14:45.000

Additionally, I think that the Commission could benefit and reaching out to some of the public defenders and possibly a state public defender's office, and they have been really great assets and other conversations around police reform judicial reform,

00:14:45.000 --> 00:14:53.000

and they might have insights that we don't have and some experiences that we don't have and so I just wanted to put that out there.

00:14:53.000 --> 00:15:05.000

And additionally, I think it would be beneficial if the commission could create perhaps a community survey and get that out to organizations that advocate for people with disabilities.

00:15:05.000 --> 00:15:18.000

I know we have a diverse commission here, and you know when there are additional voices and experiences that maybe could be brought to the table but perhaps asking you know the community, what would you like to see what goals do you think that you know

00:15:18.000 --> 00:15:34.000

commission could achieve what are the specific student outcomes might help the commission as they go through the process and also allow a diverse set of voices to participate, who might not, you know, be able to attend or listen to weekly meetings.

00:15:34.000 --> 00:15:42.000

And so those are my public comments for today thank you for, for taking them and again I just really appreciate everyone's dedication in their time, it's very meaningful.

00:15:42.000 --> 00:15:43.000

Thank you.

00:15:43.000 --> 00:15:50.000

And to join in. And Linda Gleeson.

00:15:50.000 --> 00:15:57.000

If you think you have to unmute you, I allows you to talk with you have to unmute yourself if you do want to say anything.

00:15:57.000 --> 00:16:06.000

I just want to say, as anyone else has said thank you for doing what you're doing and spending the amount of time that you are dedicating to this.

00:16:06.000 --> 00:16:17.000

I am with the arc of Adams County and we are very invested in building relationships with our local law enforcement and so I will be tuning into these meetings to see what we can.

00:16:17.000 --> 00:16:31.000

If we can be of assistance in any way to what you're doing and then also incorporate what we're doing with local law enforcement from the things that you all are talking about here so thank you all for participating in this way.

00:16:31.000 --> 00:16:33.000

Thank you Linda.

00:16:33.000 --> 00:16:38.000

That is it for public attendees.

00:16:38.000 --> 00:16:48.000

And we'll go back to our agenda. Well, I know, Jeffrey on the agenda next thing is somewhere else he has to be.

00:16:48.000 --> 00:16:58.000

Jennifer if your comments quick, I want to make sure Jeffrey has enough time to cover what he needs to cover. However, we can adjust whatever is easy to say after.

00:16:58.000 --> 00:17:13.000

Yeah, my question is if people comment publicly they're very invested in our meeting. So do we want to take the time to address what they said, or how do you want to handle that Chris.

00:17:13.000 --> 00:17:23.000

Maybe we need to just defer to Courtney but I want to make sure that Jeffrey has the opportunity to come over here to cover, and then come back to that.

00:17:23.000 --> 00:17:30.000

And I can very quickly say I think part of the agenda is actually covering directly what was commented on.

00:17:30.000 --> 00:17:43.000

So that's, we're just going to table that for Jeffrey Jennifer we're going to get back to it today it's on the agenda already I think it addresses, what all the public comments were about which is really the task of the condition numbers, and the ultimate

00:17:43.000 --> 00:17:56.000

goals. So, Jeffrey has a meeting at 130 and I want to make sure that he's able to, to explain, really what he needs to send and all that discussion can happen if that's okay.

00:17:56.000 --> 00:18:00.000

Okay.

00:18:00.000 --> 00:18:03.000

Jeffrey floors yours.

00:18:03.000 --> 00:18:13.000



Great. And then so I'm going to share my screen hopefully successfully.

00:18:13.000 --> 00:18:20.000

Everyone's seeing this presentation.

00:18:20.000 --> 00:18:25.000

I'll take silence as a yes, I am Jeffrey I can.

00:18:25.000 --> 00:18:33.000

We're seeing the act, instead of just the screen we're actually seeing your little screen so I don't know if you wanted to start the slideshow that might be here.

00:18:33.000 --> 00:18:35.000

Oh yes.

00:18:35.000 --> 00:18:38.000

Well that.

00:18:38.000 --> 00:18:39.000

Perfect.

00:18:39.000 --> 00:18:40.000

All right.

00:18:40.000 --> 00:18:54.000

Everyone's at the bottom of screen now even, even more helpful. So, um, as as Courtney, and Jennifer and others have raised. We just wanted to take a step back and address some of the questions that have been kind of hanging over this commission the last

00:18:54.000 --> 00:18:55.000

couple of meetings.

00:18:55.000 --> 00:19:09.000

You know, the hours and in service and a few others and so what I'm going to do is basically present on the legislation, you know some of the the guidance that's given through statute, some of the, the constraints that are given three statute, and then

00:19:09.000 --> 00:19:21.000

also explaining a bit more about our role as a department of law, in terms of staffing this commission, both Courtney and Jalen and my roles here. And then obviously happy to answer any questions.

00:19:21.000 --> 00:19:34.000

I do have a meeting 130 but at the same time this is very important and so do not feel like you need to hold questions for later. I'm happy to address any as they come up today or obviously in future meetings.

00:19:34.000 --> 00:19:50.000

And so with that, the first place to start is the process, and and ultimately that that is up to you. But we want to provide some ways to think about it, just to help frame the subject again based on statute, based on on general order of operations to

00:19:50.000 --> 00:19:59.000

try to give the commission a framework to work off of, but also again turn that into something that is theirs and theirs to own.

00:19:59.000 --> 00:20:12.000

And so like I said this is this is a could. It doesn't have to follow this path but it's something that that can find some guidance. And the way we have this slide structure is, you know, these questions really lead into the next so as you answer one,

00:20:12.000 --> 00:20:25.000

it'll help you kind of address the next. So, like, the first being What do you think, entry level do needs to know when they leave the Academy. Obviously this is a question easily asked before we really start thinking about in service, because in service

00:20:25.000 --> 00:20:40.000

service can build upon or, you know, bring new experiences but want to make sure that the Academy is, is the starting point there. At least you know again thinking about kind of order of operations, and then beyond that, how many hours, you know, and

00:20:40.000 --> 00:20:54.000

I'll say this later in the presentation. It's something that shields probably sick of me saying already. But for me, where where I am focused is not necessarily how big the boxes, but what goes into it, and then figuring out afterwards, well how can we

00:20:54.000 --> 00:21:02.000

do this, how many hours is this tape and where can we this into existing training to leverage those opportunities.

00:21:02.000 --> 00:21:18.000

So that's that second point is, is, where can we leverage existing curriculums, for example, what can be just in the use of force section to better account for people with disabilities, right does it need to be a two hours, separate for these use of force

00:21:18.000 --> 00:21:36.000

for people with disabilities or can it be a you know a slide or two or a critical thinking example to allow those Academy cadets or or in service that we're talking about that, to, you know, frame the subject, give them, give them information of how they

00:21:36.000 --> 00:21:44.000

should be acting and how to do it safely. And then, ultimately leading to the right result which is a safe interaction for everyone.

00:21:44.000 --> 00:21:57.000

And then next is how is this taught you know there's obviously a lot of teaching styles, you know just true lecture or question answered the Socratic method or, you know, critical thinking and and role playing.

00:21:57.000 --> 00:22:09.000

And so that's something for you to think about as well as is what is the most effective way to communicate information, not just from a teaching standpoint, from a learning and making sure that this information is being communicated properly so that can

00:22:09.000 --> 00:22:13.000

be then taken out into the field and used.

00:22:13.000 --> 00:22:25.000

Next is, how do you create in present that material like I said, I'm making sure that it's something that can be useful going forward. And then, again, just being mindful throughout the process of the current structure and that's more of a reference to

00:22:25.000 --> 00:22:36.000

one of the constraints that that coral and I'll mention in the little bit which is really to existing resources and things like that, but we'll get to talk about that more in a second.

00:22:36.000 --> 00:22:38.000

Next slide.

00:22:38.000 --> 00:22:52.000

This is the, the end product, the report that you are focused on and really is what brings us here together is to make sure we get that report done in time for the General Assembly, and also for the post board, be able to implement.

00:22:52.000 --> 00:22:55.000

And so there are three main requirements.

00:22:55.000 --> 00:23:09.000

The first is must be done related to the academy must be a curriculum related in service and so I know that's something that we're all brought up. And so, as you mentioned, is very clear that that any curriculums that developed must include something

00:23:09.000 --> 00:23:25.000

to in service training. In addition to the Academy. And then the optional third is a curriculum that can be offered to first responders, other than peace officers. So this would be a firefighter or an EMT both of those professions are regulated by separate

00:23:25.000 --> 00:23:39.000

agencies, and so the post board, you know, that's, that's where that function is limited is, you know, we can only recommend and say hey look towards this, feel free to adopt it if you'd like or what have you, but it's not something that we can mandate

00:23:39.000 --> 00:23:45.000

through the post board and so that's why that last option is is a permissive.

00:23:45.000 --> 00:23:56.000

So the next is, is the tactical process and what the statute provides in terms of what needs to be done by this commission and in a little bit of how.

00:23:56.000 --> 00:24:06.000

And so this builds off of that. That first slide, where we as a commission, and you all really evaluate the existing training that that is taught in the academy.

00:24:06.000 --> 00:24:19.000

And that can obviously be from the hours but also the instruction type, the information within that in requirements of instructors so again thinking about how is this taught.

00:24:19.000 --> 00:24:35.000

After that, it's, it's considered the content of the existing training, you know, because we do have that constraint related to making sure this is subject to appropriation, or, you know, in line with essentially existing kind of requirements.

00:24:35.000 --> 00:24:51.000

That's something that is very common in statute and very common in policy, because, you know, it helps avoid duplication, which again can overtake other issues where we want to make sure that we're getting a full range of training, it's also more costly

00:24:51.000 --> 00:24:59.000

to just try to create something solely and unique where it could be kind of woven throughout that's where I was talking about use of force.

00:24:59.000 --> 00:25:06.000

That's a chance where you may not have to actually extend training or extend requirements but you're still getting the value there.

00:25:06.000 --> 00:25:21.000

And additionally, then it's evaluating trains and other states because certainly Colorado is a leader, you know, based on those comments about the hours that we require but certainly there are lessons we learned in other jurisdictions, other successes

00:25:21.000 --> 00:25:30.000

or things to avoid right it's not always about what do we bring here but what do we not want to bring here what training might be out of date and effective and making sure that either.

00:25:30.000 --> 00:25:43.000

The report that you all put together, does not include that or that if there is things like that in the current curriculum, making sure that that gets cleaned up and properly addressed.

00:25:43.000 --> 00:25:54.000

So next are the constraints and that's what I was talking about earlier, where they're not a, you know, pure limitations are really more guidance and and in sometimes opportunities.

00:25:54.000 --> 00:26:07.000

And so the first one I think is is you know wallets a constraint in statute in terms of, it must be this. You know I really see it as an opportunity to meet or exceed the standards of the existing curriculum, and that I read very broadly.

00:26:07.000 --> 00:26:22.000

Yes, you know, ours is the simple way to look at that. But I think information that is taught is another way of looking at again, being able to leverage other trainings and weaving in trainings that can can help people and with disabilities are interacting

00:26:22.000 --> 00:26:27.000

with people with disabilities to make sure that they're safe outcomes for everyone.

00:26:27.000 --> 00:26:39.000

And then second is can be implemented effectively in with the least duplication again that's talking about making sure that we're not overtaking one issue for another and that's true, whether it's this type of training or any other.

00:26:39.000 --> 00:26:48.000

We want to make sure that with the, the number of hours and and that's limited just by school requirements right i mean and the post Board of being able to set hours.

00:26:48.000 --> 00:26:56.000

And so we want to make sure we're getting every ounce of information out of the time that we do have with those cadets with those peace officers who are doing their in service training.

00:26:56.000 --> 00:27:07.000

And so, and considering the 2431 31 3.5 is another thing to avoid additional duplication because there is that requirement already.

00:27:07.000 --> 00:27:13.000

And then the last is, as we talked about can we implement implemented with the least possible administrative and financial burden.

00:27:13.000 --> 00:27:27.000

Yes, appropriations are likely, and certainly on the table. However, it's always important remember in a state like Colorado where we have Tabor when we're in it every year right now that there might not be those dollars, and certainly not every year.

00:27:27.000 --> 00:27:41.000

And so I think that's not something that can be kind of pushed aside, but is a huge factor in a state like Colorado, unfortunately, as we do have those limited dollars and making sure that their ongoing um you know they're obviously plenty of of ARPA

00:27:41.000 --> 00:27:56.000

dollars and federal stimulus dollars but those are limited and purpose specific. And so, not every pot of money that is out there is available for improving or altering this training, and not just for the post board, but for the Academy's themselves right

00:27:56.000 --> 00:28:04.000

that's the other side of this is they need to be able to implement what is put forward by this commission and approved by the post board.

00:28:04.000 --> 00:28:14.000

And so those are those are the general constraints but again I think also opportunities to make sure that we're thinking creatively about what is what is ahead of us.

00:28:14.000 --> 00:28:32.000

After that, it's really up to the Commission on how they want to proceed and what they present so you know we can we can point you to say, you know, maybe they have a great training program, but certainly is is not required for for this condition to look

00:28:32.000 --> 00:28:43.000

at me and they can look at any state they want any jurisdiction they want, we can only point you in that direction and provide advice, because at the end of day You are the decision makers here, and responsible for that report.

00:28:43.000 --> 00:28:58.000

All we can do as department of law staff is ensure that you have as much guidance and information as possible and facilitated those needs as best as possible to make sure that you can get that report done in time and and to be effective for again not

00:28:58.000 --> 00:29:02.000

just the post but for the academies themselves.

00:29:02.000 --> 00:29:05.000

So,

00:29:05.000 --> 00:29:15.000

with the next slide, I want to talk about our role, Courtney and Jalen and my role there, they're a little bit separate but I'm all geared to support you all.

00:29:15.000 --> 00:29:27.000

And so, when, when we talk about the staff that that really is referencing Courtney, and her role with the commission and providing technical and process support.

00:29:27.000 --> 00:29:40.000

So right you know you all decided to have weekly meetings Wednesday one that was Courtney that made sure it happened and as people submit comments, Courtney is going to make sure that you all have that and it can use that as your again moving forward

00:29:40.000 --> 00:29:45.000

through this process. And then when we talk about council that's where she lived and I really come in.

00:29:45.000 --> 00:29:59.000

And that is, if when there are legal questions so an analysis of the statute or an analysis of of other statutes right as as we're looking to other states other jurisdictions, you have a question about how that operates or how that works or why they were

00:29:59.000 --> 00:30:03.000

able to do this and we can't or we can but they can't.

00:30:03.000 --> 00:30:10.000

That's where we can provide some information for you and and do that kind of on an ad hoc basis.

00:30:10.000 --> 00:30:14.000

And so, after the curriculum is implemented.

00:30:14.000 --> 00:30:30.000

This is really not the work just begins right. This report starts the review and refinement part of the process for the commission and that's where you all get to continue to monitor the process that the post board in the Academy's put forward to make

00:30:30.000 --> 00:30:33.000

sure that it meets the standards that you all are setting.

00:30:33.000 --> 00:30:46.000

But then also saying okay well we years gone by, what's worked, what didn't either based on trainees feedback instructor feedback, because this is very complicated and as you're doing that review.

00:30:46.000 --> 00:30:54.000

I think it's to be critical to make sure we're talking not just to policymakers,

but to the people that are putting this out there doing this day to day.

00:30:54.000 --> 00:31:07.000

Because if we have the best curriculum in the world, but it can't be communicated to the students or the students can't bring it all together and connected to what their job is, then it's not going to be as effective as we all want it to be.

00:31:07.000 --> 00:31:20.000

And that is the end goal here is to make sure that this report turns into something tangible, that can then improve the training but also the outcomes for those officers in the people that they're interacting with, you know, whether it's a person with

00:31:20.000 --> 00:31:25.000

a disability their family, or just a completely different situation.

00:31:25.000 --> 00:31:38.000

And so that ends in 2023, and, you know, barring an extension from the General Assembly. I believe that is when the commission will also end. But of course, there are always sessions in between and things could change, especially as we're talking

00:31:38.000 --> 00:31:42.000

about you know funding and additional opportunities.

00:31:42.000 --> 00:31:58.000

And so, with that, I can kind of go into and I'll just kind of do a, you know, a head nod count, I can go into a presentation that shaven did at the start of these commission meetings, which is a more kind of nuts and bolts analysis of the statute, that's

00:31:58.000 --> 00:32:02.000

something that would be helpful. Today,

00:32:02.000 --> 00:32:05.000

seen a couple head nods so I'm going to take that as a challenge me just jump in really fast, and, and just in the interest of time for folks.

00:32:05.000 --> 00:32:17.000

You just jump in really fast, and, and just in the interest of time for folks. I just want to put out there, I think that and I'm going to take responsibility for this.

00:32:17.000 --> 00:32:40.000

It felt like the 80s office was over emphasizing the hours constraint, and I want to put a little bit of a reset button on that. I think that, in response to questions and trying to explain how post works and what constraints post has I think what came

00:32:40.000 --> 00:33:00.000



across was that there was a box, and that the process was about sort of fitting in the box, and I think that a bit was lost in translation, as noted by the public comments in a way that certainly wasn't our intention.

00:33:00.000 --> 00:33:17.000

And I just want you all to kind of be aware of that and our goal with what Jeff presented today was an attempt to re articulate sort of how we walk through this statute in a way that might be more helpful and I think is more responsive to how we think

00:33:17.000 --> 00:33:19.000

of this process.

00:33:19.000 --> 00:33:25.000

And so while I certainly am happy to walk through this statute and that original presentation.

00:33:25.000 --> 00:33:42.000

I might I might pose for the group whether or not that is necessarily what you want to do because I think we've gotten so bogged down on the handcuffs here that we've stopped on sort of the exciting opportunity, and at least from where I see it is it's

00:33:42.000 --> 00:34:01.000

not an I am a fly on the wall here, but I don't, I certainly don't know the realm of what is it that you all think belongs in the box and instead of just focusing on the size, I would be interested in hearing your guys's reactions in thinking more globally

00:34:01.000 --> 00:34:14.000

in terms of what do you potentially want in the backs and how, how big is it, and then to work backwards and say wow this is like this is this big but there are constraints and you can start shaving.

00:34:14.000 --> 00:34:31.000

And I worry that maybe we've focused so much on trying to, to keep this sort of, we're thinking about it maybe in reverse order. This is up to you guys, but I wanted to put it out for the group's consideration of maybe not worrying right now quite as

00:34:31.000 --> 00:34:44.000

much about the nitty gritty of the statute and focusing more on why you guys what you guys are the experts in is what you think police officers need to know what is it that they need to know.

00:34:44.000 --> 00:35:01.000

And then once you wrap your arms around what is it that they need to know what else is out there in the world, then maybe we revisit these questions on the statute and constraints and I, and this is the law is messy and confusing, and I think this bill

00:35:01.000 --> 00:35:17.000

can feel my scene confusing and I, I don't want to feel like this needs to be more complicated than it is that this group was convenient because you, this is we want the community to tell us like what is it that we want to know, what do you think police

00:35:17.000 --> 00:35:29.000

officers need to know so my only suggestion for this group based on this conversation is while Jeff and I are happy to keep talking about the statute and how poster x which is super important.

00:35:29.000 --> 00:35:42.000

I do wonder if it might be helpful to put maybe a pin in that a little bit, and move more to the other piece of this process. In the interest of time, so that is my two cents.

00:35:42.000 --> 00:35:46.000

And just to put out to the world that I am.

00:35:46.000 --> 00:35:54.000

I apologize if In so doing, trying to create this box, it made it feel like we were shoving you guys into a box because that really isn't worth trying to do.

00:35:54.000 --> 00:36:06.000

We're trying to explain what we what we think this it says posts is trying to explain. This is the messy situation we work in you know we're trying to balance community colleges regarding fences isn't that.

00:36:06.000 --> 00:36:17.000

And then we want you to take all that messy information. And, and fig, and then process, all of those pieces and suggest the curriculum, and if it is totally too big.

00:36:17.000 --> 00:36:31.000

We can talk about it then. So that's just thoughts for me and I think Deborah, I can't say everybody's things or somebody else has their hand up I'm sorry but I do see that Deborah has her hand up.

00:36:31.000 --> 00:36:47.000

That's exactly right chillin I think then and then explanation to be needs ago this this constraint was established, which was inconsistent with my interpretation of things and I think Jeff's Jeffrey your presentation today is very consistent with my

00:36:47.000 --> 00:36:51.000

interpretation of things right. So I think there was, it probably wasn't.

00:36:51.000 --> 00:37:03.000

Yeah, I just think that you're exactly right on chillin it was, it was sort of an

artificial constraint tonight Jeffrey I really appreciate your taking the time to put this together and to clarify that and I really also appreciate the public comments

00:37:03.000 --> 00:37:15.000

today that reinforce that I do like the idea the notion of asking the folks who sponsored the bill to maybe also share intent but, you know, if we're on the same page.

00:37:15.000 --> 00:37:24.000

Is that necessary that I get and I really appreciate this work that you put into this for us today, Jeff.

00:37:24.000 --> 00:37:36.000

Hey, thanks goes to show land for helping me out as well, she's she's been such an asset, not just for me but I think for the whole commission and Courtney as well.

00:37:36.000 --> 00:37:45.000

Jeff is it okay if I share your presentation with the condition members in a separate email so they all have it. Yes, absolutely, please do. Okay.

00:37:45.000 --> 00:37:59.000

So just put, um, for anybody who wanted that I will send it to you guys later this afternoon or tomorrow, or right now if I can find where my emails are.

00:37:59.000 --> 00:38:07.000

So Courtney while you do that, I'm just going to call on the next person just to keep things moving, Janet you have your hand raised first.

00:38:07.000 --> 00:38:08.000

Yes.

00:38:08.000 --> 00:38:27.000

I just wanted to say, I don't know if it's just me or if the other law enforcement members of the Commission, feel this way as well so I'm just speaking for myself, but I, in order to know how we can impact the current curriculum.

00:38:27.000 --> 00:38:29.000

First, As a first step.

00:38:29.000 --> 00:38:40.000

I would like to know what issues, the disability community have had specifically with law enforcement, Jeffrey mentioned use of force.

00:38:40.000 --> 00:38:47.000

And I can see certainly my own experience that could be a huge one.

00:38:47.000 --> 00:38:54.000

But we don't know where to add or Tinker at all until we know what you want fixed.

00:38:54.000 --> 00:39:15.000

And I know, I missed last week and I apologize that I was teaching Efthimios. So, hopefully they'll be a little bit more aware of how things people should be taught but did so I don't know what the conversation was last week, but I think we need to be

00:39:15.000 --> 00:39:19.000

clear what's missing.

00:39:19.000 --> 00:39:23.000

How we can impact what's there now.

00:39:23.000 --> 00:39:43.000

And then, then what to add in terms of time. I'm not sure that link the explanations of various disabilities is the way to go for the, the academies and that's the curriculum committee is only concerned with Academy so I'm only speaking from that perspective.

00:39:43.000 --> 00:39:59.000

But if we know where we need to add things I think that would be hugely helpful to all of us.

00:39:59.000 --> 00:40:04.000

Very sorry looked like I'm next on the list of hands up.

00:40:04.000 --> 00:40:08.000

And so looking at the statute.

00:40:08.000 --> 00:40:26.000

So I guess I didn't section three be since be twice, but the recommended curriculum must include an initial training curriculum, and it uses the word can be offers private Basic Law Enforcement Training and an annual in service training curriculum.

00:40:26.000 --> 00:40:37.000

So when the when this I'm asking this question so when this commission recommend something that's truly what it is it's a recommendation right it's not

00:40:37.000 --> 00:40:50.000

to both post or to the academy into annual in service, my reading that right.

00:40:50.000 --> 00:40:54.000

For the post its Academy and in service.

00:40:54.000 --> 00:40:58.000

But it's a camp, it's not a requirement.

00:40:58.000 --> 00:41:07.000

Uh, no, I believe those are must, and as the first responders that's the me. Yes. So, so

00:41:07.000 --> 00:41:19.000

the statute is not very clear, because you're right, and, and this is part of the origin of this Chris is there is some mixing of term.

00:41:19.000 --> 00:41:37.000

Okay, I think when you look at this statute in total and you read the whole thing. And what post must, must not do I think we, I think the best practice here is that this commission must suggest what should be taught at the Academy, and what should be

00:41:37.000 --> 00:41:57.000

taught in service, the scope, because of appropriations issues, and the scope of sort of what posts authority is over in service and Academy is the Messier part, but for the purposes of what this commission must do they must suggest an academy curriculum

00:41:57.000 --> 00:42:11.000

and in service curriculum, and I'll be honest, I think the exact date, I think it's going to be very clear that what happens through the academy right happens at the Academy, the service stuff is Messier, but that was his commission is to recommend it

00:42:11.000 --> 00:42:27.000

so I don't think it's a question as to whether that commission is can or cannot do in service I think we should think about it as must do Academy must even service, very much could be that the service is a subset of the academy like I think that, you

00:42:27.000 --> 00:42:42.000

know, they could be the same you know that's your guys's call but in terms of you need to sit down with the ag ag we have great fun and Griffin be the same as a different year, but that is how I think is the way to proceed.

00:42:42.000 --> 00:42:59.000

So this is somebody who teaches. I don't teach a lot in the basic Academy I teach a little bit I teach a special populations course is somebody who has instructed law enforcement officers for quite a few years, and I teach in service in service to me

00:42:59.000 --> 00:43:02.000

is really the opportunity here.

00:43:02.000 --> 00:43:19.000

Basic Academy, what they're going to remember from that what they're going to take from those, the millions like 600 ish hours. And remember, and apply versus what they will once they're out in the field actually starting to do this will be drastically

00:43:19.000 --> 00:43:28.000

different and how they absorb it how they use it how they carry it forward will be

drastically different from in service. Then from basic Academy.

00:43:28.000 --> 00:43:36.000

I've talked to quite a few other folks, both in my agency and outside my agency could do this as well.

00:43:36.000 --> 00:43:44.000

Adult Learning type things. And they, they all push the whole in service as the real opportunity here.

00:43:44.000 --> 00:43:58.000

We give enough to do their job in basic and then in services where they get to, to build upon that Twitter can really use it on the job.

00:43:58.000 --> 00:44:06.000

But that's just that's my two cents as to where I was reading this all wrong.

00:44:06.000 --> 00:44:13.000

Kind of down the same road that the shaman, and those guys were going with our constraints.

00:44:13.000 --> 00:44:19.000

The in service parts we may go back and look and then I picked up that word can again.

00:44:19.000 --> 00:44:21.000

But yeah, it's.

00:44:21.000 --> 00:44:23.000

Hello, that's my thoughts.

00:44:23.000 --> 00:44:37.000

Step jibber jabbering, you have to read it like Shayla said in its totality, because it is very confusing about the cans the maze the shells.

00:44:37.000 --> 00:44:44.000

But when you read it all together you get a much clearer picture of what is likely going to happen.

00:44:44.000 --> 00:44:51.000

And that has to do with how our process normally works is not the way it's going to work.

00:44:51.000 --> 00:45:08.000

In this situation, because normally the post board has total 100% authority over training. When it comes to approving for an Academy. and in this situation, it doesn't look like that's likely to happen.

00:45:08.000 --> 00:45:11.000

The other thing to remember too. I mean, we can.

00:45:11.000 --> 00:45:25.000

Having the post or the post Academy training is great and that's awesome. The problem is that we can make officers as color have somewhere in the ballpark of 15,000 if I'm remembering my number right that are working those Sagan that are working.

00:45:25.000 --> 00:45:28.000

Yeah. Yes.

00:45:28.000 --> 00:45:38.000

What about all those officers and deputies, how do we get to them, how do we change things there. How do you change the SEOs that are teaching those new officers out of basic Academy.

00:45:38.000 --> 00:45:46.000

And that's also we're in services our opportunity with the basic camera is not going to ever ever ever reach them.

00:45:46.000 --> 00:45:49.000

Jennifer, go ahead.

00:45:49.000 --> 00:45:52.000

And so I have two points.

00:45:52.000 --> 00:45:56.000

The first one is to Janet's comments.

00:45:56.000 --> 00:46:12.000

I think it's important to understand that within the disability community. There's very extensive information regarding this topic, because it is such a pressing issue for our community.

00:46:12.000 --> 00:46:17.000

It's not going to be hard to find that information. I have already found it.

00:46:17.000 --> 00:46:34.000

I've already reached out to several organizations before I before I the last meeting and I, I didn't mean to step on anybody's toes I just thought that was a natural progression of where we were heading up a time, so I apologize if that was rude.

00:46:34.000 --> 00:46:42.000

And they have already started reaching back out to me and Courtney thing they're very excited to work with us.

00:46:42.000 --> 00:46:45.000

So, I don't think that will be difficult.

00:46:45.000 --> 00:46:52.000

I don't think it will be difficult to find ways to integrate that into the current curriculum.

00:46:52.000 --> 00:47:01.000

Because like if you look at the deaf community they already have a whole organization just centered on domestic violence.

00:47:01.000 --> 00:47:08.000

There's a whole organization just centered on domestic violence for people with disabilities.

00:47:08.000 --> 00:47:25.000

There's a whole organization that just focuses on brain injuries, and that's like 60% of the population in jails, and they have a very invested interest and and community communicating with officers what those people's needs are.

00:47:25.000 --> 00:47:27.000

Right.

00:47:27.000 --> 00:47:40.000

Terrance already mentioned crisis intervention training. There's a huge push in the mental health community, to have that standardized within police training across the state.

00:47:40.000 --> 00:47:48.000

So I don't think that's going to be the issue. If we're concerned with

00:47:48.000 --> 00:47:57.000

administrative issues, I can understand how it's a problem. Okay, I don't want to put a burden on anybody in terms of staff.

00:47:57.000 --> 00:48:04.000

We can work with the relationships that we have to find your money.

00:48:04.000 --> 00:48:09.000

I can almost guarantee that's not going to be a problem.

00:48:09.000 --> 00:48:12.000

But that's further down the road.

00:48:12.000 --> 00:48:29.000

Right. what I would like to suggest is that sounds like you're very open to working with our community and I'm hoping that by connecting us all together with the right people, and having the expertise of people that are in law enforcement and law enforcement

00:48:29.000 --> 00:48:35.000

education that will be able to have really great steps forward and so I'm really excited.



00:48:35.000 --> 00:48:41.000

Thank you guys.

00:48:41.000 --> 00:48:55.000

Go ahead. Thanks, Chris. So I think, Janet, made a point about what exactly are we thinking right, last week Shannon really talked a lot about integration and Academy which I love that idea.

00:48:55.000 --> 00:49:06.000

And then one of the you know the comments about gauging the community that we're aiming to serve in some maybe a survey or something a question and I like, I like all three of those points.

00:49:06.000 --> 00:49:19.000

So perhaps a nice opportunity would be to say what is it that we all think I can tell you what I think right I already have it in my brain what i think that i don't know what you all are thinking.

00:49:19.000 --> 00:49:32.000

And then, kind of, I think, starting there so how many hours is what I think take and how many hours is what Jennifer taken, where they already teaching something, you know, Shannon and Chris who teach could could inform us hey that could fit neatly here.

00:49:32.000 --> 00:49:50.000

And then I do agree with what you said as well Chris that 15,000 active duty, you know in officers in those in service opportunities. But one of the questions I do have in regard to that is, could we theoretically say within 90 days or during the FTO

00:49:50.000 --> 00:50:05.000

FTO program i mean is it that rigid with the post certification process for in service. So general population you know we're going to swoop in and we're going to offer all this, these resources to our departments can take advantage of the resources that

00:50:05.000 --> 00:50:18.000

we're going to share with them. For some training, but in terms of somebody who's exited the academy and maybe gotten pieces of information embedded into it sort of like a primer.

00:50:18.000 --> 00:50:29.000

And then when they get out into their field training program, so they don't have to wait till next year's block training or the in service training or whatever we call it here.

00:50:29.000 --> 00:50:31.000

Is there a.

00:50:31.000 --> 00:50:40.000

Is there a space for that so we say within 90 days during their FTO program or, you know, something like that.

00:50:40.000 --> 00:50:50.000

I'm not, I'm not as well informed in that space.

00:50:50.000 --> 00:50:55.000

So Chris I see your hand magenta yours popped up in three line to dress.

00:50:55.000 --> 00:51:01.000

Well, I would never say, Yeah, I did. Sorry, Chris.

00:51:01.000 --> 00:51:22.000

I just want to say as a curriculum developer, let's don't start with ours. To start with, let's start with what issues need to be addressed. And when, as we developed the outcomes are the objectives or the material itself, we can figure out the hours.

00:51:22.000 --> 00:51:34.000

Because if we start with hours. That's just a wild guess right at the beginning, there's no value in it. That's all I want to say.

00:51:34.000 --> 00:51:40.000

And Chris, if I could respond to the question about the in service.

00:51:40.000 --> 00:51:42.000

Um,

00:51:42.000 --> 00:51:52.000

as far as like requiring in service within 90 days or within FTO or those kinds of things.

00:51:52.000 --> 00:51:56.000

That's not something that we have purview over.

00:51:56.000 --> 00:52:01.000

And currently, so.

00:52:01.000 --> 00:52:07.000

So my understanding of the requirements. Is it there's 12 hours of perishable skills required a year.

00:52:07.000 --> 00:52:13.000

Master team firearms wrest control and driving. And what that looks like.

00:52:13.000 --> 00:52:15.000

depends on each agency.

00:52:15.000 --> 00:52:26.000

And then what additional in services covered depends on each agency as well. I

mean, I can talk with about mine because we. I live it.

00:52:26.000 --> 00:52:31.000

And we spend a lot of extra hours on end service.

00:52:31.000 --> 00:52:41.000

But that's not every agency and not every agency can afford to spend as many hours as we do on training Crispin.

00:52:41.000 --> 00:53:00.000

So I just really quickly wanted to address some Jennifer mentioned, which was a CIT training or crisis intervention training CIT international which is kind of the governing body of CIT and come out with policies and everything else.

00:53:00.000 --> 00:53:03.000

See it is not meant to be.

00:53:03.000 --> 00:53:21.000

100% across the board, it's not it's a specialized officers a specialized person is not meant to be every single person is CIT trained. So, I don't want to go down that road because that honestly is the wrong road to go down the federal government the

00:53:21.000 --> 00:53:42.000

United Justice Department in a consent decree that they set the base.

00:53:42.000 --> 00:54:02.000

So, I don't, I mean, in CIT we have things like autism we have things like Alzheimer's and dementia, we have things like TBI. So those specialized officers and deputies get that training already.

00:54:02.000 --> 00:54:17.000

is an in service type training that that covers more of this because that's an eight hour training hour block that everybody should have. But as far as, as far as see it I just in case there's any confusion.

00:54:17.000 --> 00:54:30.000

Jennifer I just want to let you know that's not a training that should be attended by or should be mandated, I should say, for every officer and every agency, that's all.

00:54:30.000 --> 00:54:48.000

Jennifer go ahead and follow so, yeah. Obviously, I'm not a law enforcement and I didn't mean to set up any red flags so I apologize. I'm just throwing out what I'm hearing, and I appreciate that and that's why we're here to work with you.

00:54:48.000 --> 00:54:52.000

My father was a police officer and I know that if he.

00:54:52.000 --> 00:55:09.000

People told him how to do is, you would not have appreciated that at all. So, I reckon I respect that I'm just saying that people are here ready to work with us, and I am not the subject matter expert on me and I would just like to connect people so thank

00:55:09.000 --> 00:55:12.000  
you for that clarification.

00:55:12.000 --> 00:55:28.000  
So, um, I think see it actually provides a good example, at least from my perspective, and doing what I do for work, but then also having taken see it taking the Mental Health First Responder then through those courses.

00:55:28.000 --> 00:55:45.000  
I can tell you from my personal experience if I've been put through those courses in basic Academy, not having any experience as a law enforcement officer that impact and the MSP throw it out there the personal growth I had from those courses, would have

00:55:45.000 --> 00:55:47.000  
never happened.

00:55:47.000 --> 00:55:59.000  
Being able to, to go into CIT and go into those role playing scenarios, knowing what I knew. As a deputy and

00:55:59.000 --> 00:56:13.000  
working within the realm of that scope, and being able to, I got so much more out of it, having been in a deputy for a couple of years before taking CIT before taking that mental health first responder.

00:56:13.000 --> 00:56:28.000  
My personal growth, I think, I don't even think I know the substantially different than if I'd have been put through that exact same course in basic, I wouldn't have gotten everybody did not sharing, go ahead.

00:56:28.000 --> 00:56:33.000  
And with that you guys from both Chris's had mentioned that.

00:56:33.000 --> 00:56:38.000  
I'm trying to get back because you brought up another good point but let me get back to what I was thinking.

00:56:38.000 --> 00:56:52.000  
It was you guys not every law enforcement officer in the state of Colorado goes to a basic Khan Academy in Colorado. We have a great deal of officers and deputies to come to Colorado here as laterals Day Challenge post.

00:56:52.000 --> 00:57:01.000  
So we really do need to focus on disseminating this information and in service.

That's where our focus really needs to be.

00:57:01.000 --> 00:57:10.000

Chris and Janet bowls put out a list to us and all of the areas in which we already discussed this in the basic Academy.

00:57:10.000 --> 00:57:18.000

I've compiled a list of where it's at, and where we could include it. And I mean just getting away from the timeframe thing.

00:57:18.000 --> 00:57:38.000

But there are so many areas in which we discussed this, but again if we have the ability to really focus on in service and that continuing education that's, that's really where it's going to be the most beneficial to law enforcement is just my opinion.

00:57:38.000 --> 00:57:42.000

Right. and if we talked about so even my office.

00:57:42.000 --> 00:57:47.000

A lot of our deputies are not post certified heavy. You don't have to post certified to work in the jail.

00:57:47.000 --> 00:57:52.000

But with all this information be great for those folks in the jail. Absolutely.

00:57:52.000 --> 00:57:57.000

But are they ever going to go through a post Academy it's not required if they never go up to the street they don't have to.

00:57:57.000 --> 00:58:03.000

How do we get this information to those folks as well.

00:58:03.000 --> 00:58:05.000

It won't be an academy.

00:58:05.000 --> 00:58:06.000

Jennifer, go ahead.

00:58:06.000 --> 00:58:17.000

So I think what, in my mind, needs to happen and maybe you have a different perspective based on Wait, wait, you know how to deal right.

00:58:17.000 --> 00:58:27.000

And my mind the ideal thing would be that we all get exposed to, as you suggested was out there as far as what the disability community teaches law enforcement officers.

00:58:27.000 --> 00:58:37.000

And then the people that are law enforcement officers that have this experience and

that teach this could venue that information and then just say, Okay, well this is appropriate.

00:58:37.000 --> 00:58:47.000

This isn't appropriate this could fit here this couldn't fit here. And then we could maybe help guide you as far as like, Well this really does kind of need to be there this really kind of click Go.

00:58:47.000 --> 00:58:50.000

do you want I'm saying,

00:58:50.000 --> 00:58:57.000

what do you think about that is that not make any sense

00:58:57.000 --> 00:59:12.000

to anyone else want to address to Joe. I just want to, I just want to restate what you're saying Jennifer that that I think what you're saying is finding the gaps that it within the in the academies, in the post academies programme finding where those

00:59:12.000 --> 00:59:24.000

gaps are and it went through. I appreciate Shannon what you've done because I'd love to see it, and compare it I went and highlighted where I thought in the curriculum, it could be things could be added also just for my own sake, but then use I think

00:59:24.000 --> 00:59:38.000

Jennifer is saying let's utilize more than just more than just the few of us that are here representing non law enforcement let's utilize some of those experts that are doing trainings and see if some of that can be used as the material to create the

00:59:38.000 --> 00:59:41.000

curriculum is that what you're saying Jennifer.

00:59:41.000 --> 00:59:43.000

Yes. Okay.

00:59:43.000 --> 00:59:58.000

It doesn't necessarily have to be imposed What I'm saying is that people who are knowledgeable can use that as a basis. And then we can all work together to see if this works or not, you and I'm saying.

00:59:58.000 --> 01:00:14.000

So the other thing that I would say is I, we kind of brushed over the whole I I personally would would like to have the sponsors of the cut the sponsors of the bill come just to find out what the intention was i mean i i live in a rural community and

01:00:14.000 --> 01:00:28.000

I see certain things in rural communities I cannot claim to speak for everybody who has an intellectual or developmental disability, nor will I ever be able to speak for Alzheimer's or or potentially brain injury but I would like to know the intention,

01:00:28.000 --> 01:00:45.000

because I I'm very curious about what exactly perpetuated this to come up and be sponsored and pass so that I want to make sure we're not we're not missing the intention of what this was so i would i if it means that it's an optional I would still like

01:00:45.000 --> 01:00:58.000

to hear what the sponsors of the bill, what their intention was, I completely and I'm a broken record, I completely thinking services, the way we put most of our energy I think we still address what happens at that Academy, but we have an opportunity

01:00:58.000 --> 01:01:04.000

to really get creative when it comes to in service we're going to reach more people across the board.

01:01:04.000 --> 01:01:17.000

But I that mean doesn't mean we skip the academy piece of it I think we can just based on what I saw in the basic Academy. Really beef up some places throughout the academy that would be inclusive of, of what already is there.

01:01:17.000 --> 01:01:26.000

So, those are my 15 cents not too

01:01:26.000 --> 01:01:27.000

good they were.

01:01:27.000 --> 01:01:44.000

I do want to say, I was, I was thinking about what again I do have a quantifiable because I've been doing this right so I've been leading law enforcement first responder programs for some time and I so I have a time value and I have a content idea, and

01:01:44.000 --> 01:01:55.000

how that's done I'm not so much interested in that part of the weeds of it so we could do it or we could train people to do it or you know how that stuff we can sort out.

01:01:55.000 --> 01:02:12.000

So what I'm curious to know is, if we said if I send up that curriculum, and then I also have a recorded version of one of our most recent law enforcement program so I'll send all that to Courtney, I would really love to hear from Shannon, and from Janet

01:02:12.000 --> 01:02:29.000

and from you, Chris. Those who are actually teaching in an academy and really know that curriculum better than the post staff who do that as well. Where, where it could fold in nicely in the academy, how it could be embedded there and I don't mean all

01:02:29.000 --> 01:02:46.000

of it but you know parts of it and then in that in service piece, I mean I'm we're doing that we're doing a lot of it in our organization here in Colorado So, I think that I would love to hear how could we embed some of this into the, the academy curriculum

01:02:46.000 --> 01:02:59.000

from those of you who are experts in that room and then I really like what Jill and Jennifer saying and that is we need to ask others who are experts in their spaces kind of what they need and then give it again to those of you who are really know the

01:02:59.000 --> 01:03:14.000

details and say where can this fit already what needs to be added, because there's nowhere fits neatly and then how do we incorporate that into our in service plans I love that we kind of got here today so I do think we're kind of on the same page.

01:03:14.000 --> 01:03:29.000

Chris would I would like to know is what's our next steps in terms of, so we can get past this and you know kind of get to the, to the doing, and I'll send my step to Courtney, and then I'll ask you all look at it.

01:03:29.000 --> 01:03:34.000

But, But what else, what else can we do.

01:03:34.000 --> 01:03:37.000

Jerry, go ahead.

01:03:37.000 --> 01:03:54.000

Amen. That's exactly what can we get on to to actual work and stop worrying about who might not be included yet, because we don't even know what it sounds like several of you have done a lot of good work.

01:03:54.000 --> 01:03:57.000

We need that on the table so we can all see it.

01:03:57.000 --> 01:04:17.000

It may turn out that a good bit of what we're working around tiptoeing around here is kind of all laid out already. And because good minds have already been thinking about it, and if we're going to start with the Academy.

01:04:17.000 --> 01:04:41.000

That could be pretty simple. And then it can be elaborated on because none of these changes are going to take effect until next July, or, however, that is calculated, but it's not going to be discussed at post the post board until March.



01:04:41.000 --> 01:04:54.000

So we've got time to tinker with it a little bit. So I'd say that's get a work session where we're actually looking at it.

01:04:54.000 --> 01:04:56.000

Yeah.

01:04:56.000 --> 01:05:13.000

So coordinate, you know, back and forth a little bit about what you guys just said that we need to get making start making more steps forward in terms of getting things on the table and decisions about what we're going to do.

01:05:13.000 --> 01:05:28.000

So I guess we need to figure out, and I'm way open to ideas. I mean, I'm sure you guys are just as equal as I am about where we need to do next what we agree as.

01:05:28.000 --> 01:05:39.000

What are we trying to do here are we trying to. We're going to do a lot of big tinkering with posts, or are we going to do some minor adjustments to it.

01:05:39.000 --> 01:05:47.000

And then focus on in service where's our, where do we need to put our effort, where do we need to make changes, that kind of thing, but never.

01:05:47.000 --> 01:06:03.000

I'd like the idea of creating a survey and that for the world but for those primary the arcs and service agencies that serve the population that asked him what training they're already doing getting as much of that from our local partners, and then asking

01:06:03.000 --> 01:06:17.000

what they're already doing in terms of in service for provider, you know, for our agency partners, just kind of getting the temperature because I don't want to reinvent anything, but also then we can then give it to our posts are Academy curriculum experts

01:06:17.000 --> 01:06:30.000

who can say okay yeah we're doing this already, we could be fit up here or we could, you know, we could add to it or this is missing. And then we could also know it's going to be complemented in those services and we can build in some of those in terms

01:06:30.000 --> 01:06:45.000

of those recommendations at the very least, and service needs to include this this often, right. I think that would be super smart and we can easily do like a Google forum or some kind of a forum Courtney Courtney and I talked about that maybe not be

01:06:45.000 --> 01:06:58.000

as easy as we thought or questionnaire that perhaps we could all be given that we could send out to the agency partners that we know in the different spaces and ask them, what if anything they're already doing Tell us about that.

01:06:58.000 --> 01:07:05.000

Do you have any, any resources that you could share with us.

01:07:05.000 --> 01:07:20.000

Or do you have any input on survey, or there there's a you know there's a million ways to skin a cat so what I've noticed in some of the some of the emails that Jennifer sent out which Jennifer I just have to say I really appreciate it because you're

01:07:20.000 --> 01:07:24.000

helping me with that task.

01:07:24.000 --> 01:07:35.000

A lot of the community organizations have presentations, but they don't necessarily have curriculum, so they want to share what they have with everybody, but it's how they do that which was the question.

01:07:35.000 --> 01:07:40.000

And this is where it just boils down to time is.

01:07:40.000 --> 01:07:46.000

There isn't enough time for you all to receive all of the amazing things that are going on out there.

01:07:46.000 --> 01:07:53.000

Because the only way they're able to provide it is through an actual training presentation.

01:07:53.000 --> 01:08:05.000

With that said, we can ask for more information on what they're doing, but the people that most of the people that Jennifer's been in touch with have are more than willing and really want to give that training.

01:08:05.000 --> 01:08:15.000

But again, it's what are the goals of the commission and what will you do with if you guys decide to spend two hours doing a training together.

01:08:15.000 --> 01:08:24.000

Is that the most valuable use of your time considering the right the whole context of this. So

01:08:24.000 --> 01:08:33.000

right now we have a lot of curriculum examples from what's happening in academies, and in service.

01:08:33.000 --> 01:08:47.000

We also have access to all the great people that Jennifer has put us in touch with for community organizations, and maybe Jennifer and I can talk offline about what we think is or how we can get that on paper so it's easier to review.

01:08:47.000 --> 01:09:08.000

But I, I would recommend that you guys decide whether like how you're going to review the curriculum you've already been given in the file share, and how you're going to decide whether that's sufficient or not, because that's part of the task.

01:09:08.000 --> 01:09:18.000

So I guess like along the lines that you said Chris, what are the next steps. If you guys decide you want to focus on in service.

01:09:18.000 --> 01:09:30.000

And only tweak what's going on in academies, then that gives me something to work with because I'm getting more examples of in service training because right now we basically only have Academy training examples.

01:09:30.000 --> 01:09:35.000

If you decide you know you just have to kind of decide if that's your focus.

01:09:35.000 --> 01:09:48.000

I still feel like that's the cart before the horse right so I think we just get out in front of our experts in the curriculum space, kind of, here's, here's the content I know what I, the content I think is really fundamental in our space for our first

01:09:48.000 --> 01:09:50.000

responders or law enforcement first responders.

01:09:50.000 --> 01:09:58.000

I think if each of us, but perhaps we can work in sort of subcommittee ish role here to with.

01:09:58.000 --> 01:10:06.000

Okay in this space and the dementia space this is kind of like here's what I can share it with a few people we can all agree you know in our little committee.

01:10:06.000 --> 01:10:17.000

Okay, here's, here's the absolutes we all agree, these are be the most important things to include in the academy here's what we can include in service and perhaps we could do that with different topics, because I agree with you, Courtney.

01:10:17.000 --> 01:10:31.000

Time is of the essence and we don't all have to become experts in all things, but we do have some experts in in some things and some very important people who could lead that conversation and then bring that back as the recommendations for us to, you

01:10:31.000 --> 01:10:44.000

know, consider, perhaps that would be very productive and not require all of us to watch all the same trainings and review all the curriculum for every topic and, you know, that might not be practical.

01:10:44.000 --> 01:10:53.000

Yeah, if you guys want to do to form a sub committee structure that's totally your call. Just um, we'll have to plan some logistics of it because they are still open meetings.

01:10:53.000 --> 01:11:02.000

So we'll have to plan some logistics of it but it's um, we'll do what we can to support you guys.

01:11:02.000 --> 01:11:11.000

So, but it makes sense to form subcommittees based on Academy and in service.

01:11:11.000 --> 01:11:25.000

So one committee focuses on, what do we need to have what what's important and let's do what needs to be taught in Academy, and what's important monies we taught in in service.

01:11:25.000 --> 01:11:29.000

I see has been both ways.

01:11:29.000 --> 01:11:34.000

Jennifer's next and then I will get Janet.

01:11:34.000 --> 01:11:43.000

La jabber suggestion, but I wonder if before that, what I heard Janet saying is that

01:11:43.000 --> 01:11:56.000

she was concerned about what that this ability community has issues with. And I think that can be brought across without having to go through the entire training presentation.

01:11:56.000 --> 01:12:14.000

And so I wonder if you think it would be helpful to just invite book from different organizations to one of our meetings to have them just give like an overview, not like the entire training, but just an overview of like this as our community.

01:12:14.000 --> 01:12:27.000

These are just the basic issues that we see. And, you know, ask us like what we think we might want more information on as a training or just whatever.

01:12:27.000 --> 01:12:30.000

Is that

01:12:30.000 --> 01:12:35.000

a bad way to approach it.

01:12:35.000 --> 01:12:40.000

Or is it just making things more confused

01:12:40.000 --> 01:12:54.000

than ever you are more than welcome to, like, propose that in may even make a motion if you want someone else can second it so we can have a solid vote on how it is that's how people want to proceed.

01:12:54.000 --> 01:13:04.000

If you just want to get everyone's general idea you know you can wait for people to get to chime in, in terms of what if they think that's a good way to proceed.

01:13:04.000 --> 01:13:10.000

Jennifer I wonder, I mean, I wrote in the chat, but I think, could we get that information and a brief questionnaire.

01:13:10.000 --> 01:13:26.000

It could be compiled and then you know reviewed in terms of one of those. You guys did a great job as as a group and everybody completed their own questionnaires everybody kind of said you know what are the wants right could, could we do something similar

01:13:26.000 --> 01:13:41.000

with our communities that we're aiming to serve you know the leadership of the arcs and the organizations that serve the hearing impaired and people whose, you know, there's just so many people who are available to us if we ask, and who you're already

01:13:41.000 --> 01:13:58.000

doing a lot of outreach Can we do that and there may be some time and offer public comment because I do love that ideas. Well, I don't know, that's just maybe more realistic that we're going to get a broader representation statewide then if we invite

01:13:58.000 --> 01:14:03.000

them all to come to a meeting.

01:14:03.000 --> 01:14:19.000

We should do this survey amongst the law enforcement community as well, you know, ask the, the trainer's ask the tough to coordinators, those kinds of things you know what what would you like the new officers to know about this topic coming out of the

01:14:19.000 --> 01:14:37.000

Academy. When is it a good time to teach this kind of thing is it is Academy the right time is our agency does a mini Academy so it's our own internal Academy, where they learn how we do things before they go to have to, or is it in service really the

01:14:37.000 --> 01:14:45.000

best spot as well, and and get that input from the folks they're actually going to have to train it.

01:14:45.000 --> 01:14:48.000

I'm gonna go ahead.

01:14:48.000 --> 01:15:07.000

I think I was kind of on the same wavelength as Deborah there but I was thinking. First of all, I would say if this committee has or condition has the expectation to complete this work by the end of February, we don't have time to give meeting time to

01:15:07.000 --> 01:15:20.000

a ton of outside people, we just don't and, and that is not being harsh or, or dismissive of their importance, it's just the reality, we have a real short timeline.

01:15:20.000 --> 01:15:40.000

But there was kind of two thoughts that got intertwined. And my first thought was, if they can't write in an in an executive summary type format, what they're doing, what their outreach is what problem they're trying to solve what information they need

01:15:40.000 --> 01:15:52.000

for law enforcement specifically to know, then they're probably not focused enough on it on the law enforcement issue anyway.

01:15:52.000 --> 01:16:12.000

So I think the summary or the survey is probably just a variation of that. So an executive summary could be just a one page statement of what their, their mission is and what what they would like to see the survey, could be a little bit more detailed,

01:16:12.000 --> 01:16:19.000

I would suggest that it not be really long because they might not respond.

01:16:19.000 --> 01:16:38.000

And I do like the idea of giving, law enforcement, a survey as well. And I think, specifically Efthimios in that day know what the new officer needs to know to function safely in enough to program.

01:16:38.000 --> 01:16:45.000

And we can't neglect the fact that that's a ton of stuff that they already need to know.

01:16:45.000 --> 01:16:56.000

And then, and then those other questions that Chris brought up, I think that's, that's a real target audience for that survey.

01:16:56.000 --> 01:16:58.000

Just as a suggestion.

01:16:58.000 --> 01:17:03.000

So, that's all i.

01:17:03.000 --> 01:17:21.000

So, personally, I like the idea of requesting those executive summaries of training, and also from the different advocacy organizations, you know what, what is it you would like to see taught officers, and that these.

01:17:21.000 --> 01:17:31.000

What do you think is important examples of when things have gone wrong or right.

01:17:31.000 --> 01:17:38.000

And then from those that are actually teaching, law enforcement those executive summaries of what's being taught.

01:17:38.000 --> 01:17:45.000

That would be a lot easier for sure I've been trying to sit through their actual trainings

01:17:45.000 --> 01:17:56.000

cornea is that something that we have enough connections with folks, for sure, Janet knows who all the good number of the FTOSRRFTO coordinators of different agencies and things like that.

01:17:56.000 --> 01:18:12.000

But do we have enough connections, and this is a question for you, Jennifer two with organizations in the community who are doing training organizations in the community who would respond back to us in terms of what their desire is for training.

01:18:12.000 --> 01:18:20.000

I can look at all of the organizations that Jennifer put us in touch with to see the executive summaries posted on the web.

01:18:20.000 --> 01:18:26.000

The kind of websites that they've provided regarding stos.

01:18:26.000 --> 01:18:44.000

If do is have a lot of people were burden, most of them don't get paid anything extra to be enough to and they already do a ton of paperwork to document the training they're doing with their new officers, I would not expect to get a lot of response back

01:18:44.000 --> 01:18:59.000

from stos Of course unless their bosses are putting on it but then you have to also wonder how effective those surveys are just, I was enough to and it's very time intensive and they don't provide enough time to just get the training documents

done so

01:18:59.000 --> 01:19:12.000

consider that if what you're trying to get out like, how are you measuring it What are you trying to get out of their videos, and how valuable that's going to be if none of them respond, or if they're haphazard.

01:19:12.000 --> 01:19:25.000

Right, yeah, the more that the episode coordinator level, rather than the actual stors themselves because yes that was enough to as well. And there was no way I would have extra time to do this.

01:19:25.000 --> 01:19:32.000

Chris you asked if about like an executive summary from Academy training.

01:19:32.000 --> 01:19:49.000

Is that what you said also comes from those that are doing the end services, service, okay, I was going to say because we do have the actual curriculum from some day academies on the file share but but I'm Courtney, I'm not sure about in service.

01:19:49.000 --> 01:19:56.000

We didn't contact agencies we only contacted academies, so we would need to contact.

01:19:56.000 --> 01:20:10.000

Agencies because agencies provide the service. So that's a whole different group of people, for the most part, who are running in service training so we just have to contact them and ask what they have

01:20:10.000 --> 01:20:20.000

other people that are folks on the commission basis where we want to go or what do you guys think.

01:20:20.000 --> 01:20:35.000

What if we don't raise your hand just offer up what you're thinking. What if we work on compiling that brief survey for the providers that serve the population that we're certainly you know, aiming to support, and then simultaneously.

01:20:35.000 --> 01:20:43.000

You know we could maybe since I have to tell you, my outreach is always to a cheaper Sheriff I don't I don't go bottom up I go top down and it's very effective, and I are chiefs and sheriffs have a lot at stake here.

01:20:43.000 --> 01:21:00.000

And I, our chiefs and sheriffs have a lot at stake here. And I think they're very responsive to our communities and our needs. I think that they're very easy to reach and work with I just had had not have anything but a warm reception from from our leadership.



01:21:00.000 --> 01:21:14.000

So I would say we just asked them because they know what their constraints are they know they're there, they know what's missing I just think we asked our chiefs and sheriffs What do you, what, what would you imagine, but maybe we get their first maybe

01:21:14.000 --> 01:21:21.000

Maybe we sort of kind of come up with our imagination and then we asked him how does this, you know, what does this look like to you how does this fit.

01:21:21.000 --> 01:21:33.000

And what are you already doing endeavor just to just to let you know how the sausage is made when you add a union make a request to cheat for sure, they turn around to lieutenants and the training coordinators and say hey could you give me an answer this

01:21:33.000 --> 01:21:38.000

question so I can reply to her and let her know what what I think so too so you know how the sausage is made you grew up in the family.

01:21:38.000 --> 01:21:51.000

So, you know how the sausage is made you grew up in the family. Not getting those answers straight from the chief and the sheriff you're getting them from us. And we're in there putting their name on the bottom of the email.

01:21:51.000 --> 01:22:08.000

Nobody but it gets done super fast Chris I have to tell you, and I always had a chief and I always I always, I worked in drug no compounds prevention my chief was my go to, and and they'll time Association in my region. I go to my chief and I have really great relationships with them because I do think, I think you all know and agree this is a

01:22:08.000 --> 01:22:25.000

you all know and agree this is a real vulnerable space for organizations, and our aim is to support the officers, so that it supports that organization to right it's a win win for everybody on both sides of this so I just think we can ask and however

01:22:25.000 --> 01:22:30.000

they delegate great but we'll get the response and I think that's really nice.

01:22:30.000 --> 01:22:48.000

Well, Deborah I just want to say that I was the training director of the county sheriff's for 15 years, and I want to send a communication out over your signature line if you get that kind of response because even their own Association didn't get that

01:22:48.000 --> 01:23:00.000

kind of response so to say and I have 100% response rate with my outreach to share us into So, really, hey, we're good I say Vu suddenly people care about.

01:23:00.000 --> 01:23:12.000

We had 64, or 63 sheriffs and chiefs and now we never have that kind of response.

01:23:12.000 --> 01:23:15.000

Sharing you're talking but I do it still muted.

01:23:15.000 --> 01:23:30.000

I think that we need to move forward I think everybody has good ideas Deborah if you want to work on getting together, all that information I think it would be great but again you guys were in the same spot that we were, were in last week, we need to

01:23:30.000 --> 01:23:49.000

move forward with this. I really like the idea of reaching out and getting goals in mind. Hey, I don't think that we have to separate the two right we'll work on building a more robust, maybe curriculum for the basic Academy.

01:23:49.000 --> 01:23:57.000

And again, I'll do a lot of leg work with that and I'll try to send that out to you guys so you can see kind of what the thoughts are that I'm having.

01:23:57.000 --> 01:24:11.000

But again, we really need to take that next step you guys as a group, our time is really short. And again like Jill said if if we have the ability to have the originator come in and share their thoughts and their, their goals, then that's good.

01:24:11.000 --> 01:24:27.000

And if we don't have time in our meetings, then we can always utilize it having it in writing and having Courtney send it out to us, and I actually appreciate that because I can really focus and then go back and focus on what has been said and what we

01:24:27.000 --> 01:24:44.000

have in writing. So I am not trying to rush anything but I really think that we all need to really consider where we're going to go from here it's been broken down, Sheila and today and everything we know where we need to go we know what to look for,

01:24:44.000 --> 01:24:49.000

as a whole, and I mean we all have amazing ideas but we need to do it now.

01:24:49.000 --> 01:25:04.000

That's my thought process with this so.

01:25:04.000 --> 01:25:10.000

And this legislation doesn't have that at all, which is disappointing.

01:25:10.000 --> 01:25:25.000

I wouldn't make right now because I keep pushing it is that that legislators not didn't just come up with it and put it out there that legislators speaking for their constituents so there's obviously something that got on their table that they had to

01:25:25.000 --> 01:25:40.000

have a conversation with their stakeholders in there, to be able to bring it forward so you know that it wasn't just so it's there, even if it wasn't in the preamble it's there and why, and the intention of it, and why they put it there so I'm a why it

01:25:40.000 --> 01:25:50.000

came up and why passed, so I feel like that's super important and if i get i don't i to do not want to drag our feet I think we've got some stuff we can work on and we can move forward.

01:25:50.000 --> 01:26:02.000

At the very least, with the post Academy training to be able to at least knock that out and then focus more of our really creative impact on the, on the other.

01:26:02.000 --> 01:26:11.000

So where are we with what we were our our marching orders then for between now and next week.

01:26:11.000 --> 01:26:22.000

So what if we take the post account the thing that was sent out the post Academy curriculum. And we all put into what we think should be there.

01:26:22.000 --> 01:26:37.000

This is not an example I mentioned that when I went through that I just highlighted areas where I thought things could be included I didn't actually put what I thought exactly to be included but where I thought things could be included and I just highlighted

01:26:37.000 --> 01:26:52.000

them was that kind of suffice. Or go back and bring you all of I can bring you the Ark of the United States curriculum on what they do with first responders and and let everybody else look at it, but I i can i can just tell you that I'm just curious about

01:26:52.000 --> 01:26:57.000

what you want, or what you're suggesting, not what you want what you're suggesting.

01:26:57.000 --> 01:27:10.000

Right. I mean, we take the curriculum, and we put into it, what we think should be there so diverse the name many times that she knows exactly what she wants included.

01:27:10.000 --> 01:27:15.000

So, Here's your opportunity. Tell us what you want.

01:27:15.000 --> 01:27:22.000

I'll go through it and I'll put in there, from my perspective what I think should be in the basic post Academy.

01:27:22.000 --> 01:27:26.000

And we can all go through that and really.

01:27:26.000 --> 01:27:29.000

Here's what we want big picture if I can have everything I could ever dream of.

01:27:29.000 --> 01:27:32.000

This is what I would, I would envision.

01:27:32.000 --> 01:27:36.000

And then we whittle it down from there.

01:27:36.000 --> 01:27:40.000

So what we actually end up recommending.

01:27:40.000 --> 01:27:43.000

Go ahead.

01:27:43.000 --> 01:27:55.000

Um, two things. One, I can. If Catherine is okay with it, I can send you a Word document of the curriculum so that you can type in it.

01:27:55.000 --> 01:28:12.000

If you want to do that I would suggest you do it in a different color font, so that it stands out to the curriculum is liable to be changed. Friday, because the curriculum committee worked really hard.

01:28:12.000 --> 01:28:25.000

Over the last three or four months to make changes to update things and clarify and simplify courses, and so some of a good many of them will be changed.

01:28:25.000 --> 01:28:40.000

I don't believe just been thinking over the discussion today that substantive changes were made that will affect the work of the Commission. So working on the old version is not going to hurt.

01:28:40.000 --> 01:28:47.000

Just so you know there will be a new version, published in January.

01:28:47.000 --> 01:28:51.000

2 that well Thirdly, I guess.

01:28:51.000 --> 01:28:58.000

I think we need to everybody needs to take that document and put in there what they want.

01:28:58.000 --> 01:29:06.000

I don't know if we can work it as a Google doc or common editing document.

01:29:06.000 --> 01:29:18.000

I don't know how we could do that but, yeah, I'll just throw in there this is the super disappointing thing about over meeting was is it would be awesome to do this in a Google Doc but technically that would count as an open.

01:29:18.000 --> 01:29:34.000

And so logistically, I think. Unfortunately the options would be something like a weird game of telephone, where you know you kind of circulate it through or you know Janet says document and then you have certain order operations of your comments.

01:29:34.000 --> 01:29:48.000

Another alternative is that everyone does this work independently. And then, I don't want to sign up for this, necessarily, but I know this is what some other conditions do is in the staff.

01:29:48.000 --> 01:29:58.000

I probably Courtney goes through and puts all your comments together and sort of finds the commonalities amongst them.

01:29:58.000 --> 01:30:18.000

And then a third option which I can't promise we can do but I know that has been done on this is more of a technical issue, but if we post the document publicly and find some way to put it on our website so that you guys can kind of all come in on a publicly,

01:30:18.000 --> 01:30:30.000

I think that might sound technically more challenging than we can do in a short order. So, those you guys probably have better ideas but I will comment that unfortunately Google Documents isn't it.

01:30:30.000 --> 01:30:37.000

Well I can tell you how we did this in the curriculum committee, because that's exactly what we did we started with the Word document.

01:30:37.000 --> 01:30:43.000

As we discussed it I made the changes.

01:30:43.000 --> 01:30:55.000

I typed in the changes, but we're a lot closer in philosophy and understanding of the curriculum, then this group is, I think that might be kind of disastrous and time consuming.

01:30:55.000 --> 01:31:01.000

So I, I would suggest that we each take that document and add what we want.

01:31:01.000 --> 01:31:09.000

And it's all separate and then maybe then figure out how to meld them all together.

01:31:09.000 --> 01:31:20.000

And we can work on it at the same time that way to follow.

01:31:20.000 --> 01:31:34.000

As long as we have a deadline, because that's what will mess me up if we have a deadline and then I'm getting stuff after, but if we have a deadline if somebody wants to compile a survey, or if you get you guys already have the basic curriculum right

01:31:34.000 --> 01:31:38.000

so you would just send me your kind of markups for that.

01:31:38.000 --> 01:31:51.000

If you want to send that to me and I will compile recommendations and try to find streamlines so that when I disseminate that out. You guys all have the same information we can try to find some commonality, that's totally fine it's a good use of my time

01:31:51.000 --> 01:31:58.000

for the commission. So just, if that's the direction we're going Don't worry about how it affects my time that's what I'm here for.

01:31:58.000 --> 01:32:05.000

Is this something that we're going to want to have completed by next meeting a week,

01:32:05.000 --> 01:32:05.000

see lots of nods is that feasible on your end Courtney.

01:32:05.000 --> 01:32:13.000

I see lots of nods is that feasible on your end Courtney. Yes, I am. I'm.

01:32:13.000 --> 01:32:22.000

Unfortunately not going to be here next next meeting because I have a minor shoulder procedure that morning. So someone else will be on zoom.

01:32:22.000 --> 01:32:27.000

But I will have I could have everything done before then.

01:32:27.000 --> 01:32:29.000

So what's a pretty.

01:32:29.000 --> 01:32:42.000

It'll be Stephen I again Steve will be managing the technical aspects and then I'll handle everything else again I'll handle the minutes and, and I'll kind of be coordinate for the most part at the next meeting.

01:32:42.000 --> 01:32:49.000

If you get oh sorry Chris good as I say if we can have it to you by Monday for me.

01:32:49.000 --> 01:33:00.000

That way, if that's if you can't do it by Friday, which I understand it's it's Wednesday and everybody has work. I, that's fine, whatever if you guys can commit to Monday morning.

01:33:00.000 --> 01:33:10.000

We have it's post exam, month, so we have post exams almost every day that we're administering so we're just very time constrained right now.

01:33:10.000 --> 01:33:17.000

So the earlier the better, whatever, everybody can commit to also considering there are several commission members who are not on the meeting today.

01:33:17.000 --> 01:33:19.000

Great.

01:33:19.000 --> 01:33:34.000

And you know I just a comment to respond to that is, I don't think that's the weeds right. I know for example i i do know what I want to say that out loud I have an idea we have curriculum I don't have to make anything up I know that I think it's really

01:33:34.000 --> 01:33:48.000

important for our first responders to hear. I think the weeds is how and where and I think that's something like Shannon and, and, you know, Janet and you and people post who know the curriculum inside out.

01:33:48.000 --> 01:33:59.000

So me going in and editing the post curriculum are saying oh it should go here I don't know that I even feel that way I just feel like I know what I need, or what I would like at the minimum taught.

01:33:59.000 --> 01:34:05.000

And then for you guys to say this if it really nicely here, so I don't know.

01:34:05.000 --> 01:34:09.000

Yeah, go ahead. Shannon.

01:34:09.000 --> 01:34:14.000

Shannon has to leave so she's waving goodbye.

01:34:14.000 --> 01:34:31.000

I don't know what your thoughts are in that but I think me going into the curriculum is very much bigger than I think I, I have the expertise to do whereas I think there are curriculum experts post Academy experts in the house so what word is what I imagine

01:34:31.000 --> 01:34:45.000

I imagine fit nicely or would could easily be embedded is more my question and, and I can put that together and have that out to Courtney to disseminate by the end of the week.

01:34:45.000 --> 01:34:52.000

Right, that, that document that we've been looking at the course curriculum is that it's it's really broad it's really.

01:34:52.000 --> 01:34:58.000

I mean, if you think about it there's 600 hours worth of training in 25 pages.

01:34:58.000 --> 01:35:02.000

So,

01:35:02.000 --> 01:35:16.000

if you'd be I guess it would be easier for you to just provide with this what I would I would like to see big picture, if I can have the entire world taught, whether that's inserted into that outline or not, I don't think that's important.

01:35:16.000 --> 01:35:33.000

It's just a we has a commission need to know what our big picture is, and we need not your big pictures, whatever format we get in there guys, just like to logistical thoughts and thought one.

01:35:33.000 --> 01:35:37.000

Do you guys want to give yourself a little bit more time.

01:35:37.000 --> 01:35:42.000

I'm just in terms of like a couple.

01:35:42.000 --> 01:35:59.000

You know giving people a couple of days on this versus maybe saying, Why doesn't Everyone sit on this for a week and then maybe focus on tactically something a little different next meeting, or as an alternative maybe asking you to pivot off of whatever

01:35:59.000 --> 01:36:13.000

suggested one or two of you to really dig in before next meeting, and then you all could react and have a conversation about some of those edits and then maybe go back in an effort to find more alignment.

01:36:13.000 --> 01:36:26.000

And just to ideas because I do think that having sat down and read the post curriculum in the past, it can be it can be like a lot.

01:36:26.000 --> 01:36:37.000

And I don't want folks to feel if especially those who may be less familiar with it, about the enough time. So, just to sense.



01:36:37.000 --> 01:36:39.000

Jana, go ahead.

01:36:39.000 --> 01:36:48.000

I'm in regard to the law enforcement folks writing this stuff out. I think that was my point earlier on.

01:36:48.000 --> 01:37:03.000

You are the subject matter experts on the disability communities issues. We're subject matter experts on law enforcement and on the post curriculum.

01:37:03.000 --> 01:37:10.000

But we can't put content in, in whatever form or wherever it goes that we don't know.

01:37:10.000 --> 01:37:25.000

We have to have your input and what it however it works, Deborah if you would, if you're fine, or more comfortable writing it out in bullet points and paragraphs however it works.

01:37:25.000 --> 01:37:32.000

We can work with that. If jealous already gone through and looked at places where she thought things could work.

01:37:32.000 --> 01:37:43.000

We can go by, you know section number, and where what you think should be could be added there.

01:37:43.000 --> 01:37:46.000

But we can't add content.

01:37:46.000 --> 01:37:53.000

No matter what we know about law enforcement, or the post curriculum, we can't add content that we don't know.

01:37:53.000 --> 01:38:09.000

That's your point, we do have the content. I think last week and Janet we were talking about so for example maybe this particular part of what I would like could fit very neatly in the first aid part of, you know, there were there were sort of the nuanced

01:38:09.000 --> 01:38:23.000

parts of Academy that Shannon was talking about that maybe I say well this I want the 10 warning signs of what dimension looks like and blah blah blah or maybe how we approach a person with dementia, you know some of those tactics and things like that

01:38:23.000 --> 01:38:38.000

that could fit very nicely here or there, I wish I don't need anybody to make that up the association has those resources and it's all evidence based, but what we

would I don't know is where it fits in best within that curriculum.

01:38:38.000 --> 01:38:52.000

I think what's important to is that we need to get it on paper, we need to get something down, and we'll figure out where it fits best later so if you happen to throw it into the first aid section and later on we go well well this would fit better in

01:38:52.000 --> 01:39:07.000

the use of force section, you know, two very different things, then that's what we do later but getting it down on paper so that we can have something to move forward with I think is what's super important at this point.

01:39:07.000 --> 01:39:11.000

Jane Your hand is still up are you good.

01:39:11.000 --> 01:39:14.000

Okay, Jennifer, go ahead.

01:39:14.000 --> 01:39:23.000

Yeah, I had a subway, a similar experience to Deborah, I already did it last week, and so it's already all written down.

01:39:23.000 --> 01:39:33.000

I hope that's helpful. I'm afraid it's not, but at least it's just something we can start with and I feel like maybe that's we just need to start, so

01:39:33.000 --> 01:39:45.000

I had a similar experience just because, like I'm not a subject matter expert but hopefully we can just like move on it and then get that out of the way and then just get going.

01:39:45.000 --> 01:39:53.000

You know what I mean. Yeah, you are a subject matter expert. Different subject matter expert but you are absolutely and subject matter expert.

01:39:53.000 --> 01:40:09.000

I take my comments with a grain of salt. That's all I have to say, and I think all the Janet Iris and sorry Janet and I are saying is we need something on paper, we can figure out where it goes best later, but we got to have these thoughts on paper.

01:40:09.000 --> 01:40:13.000

So we can start getting something moving.

01:40:13.000 --> 01:40:21.000

So for those of us there left is this. Does it sound like good work assignments that we're going to go through the post curriculum.

01:40:21.000 --> 01:40:25.000

Sharing had some

01:40:25.000 --> 01:40:34.000

questions about whether the timing, you guys, this next week is that feasible workable for those of us that are on the call, or do we need more time.

01:40:34.000 --> 01:40:46.000

Well I don't know that I think it doesn't really involve, you know, half of our commission, or almost half of the commission that wasn't here, I mean it's so I think it's, I think we can't not keep going but I just keeping in mind that we're at least

01:40:46.000 --> 01:41:00.000

are moving forward with some recommendations or some ideas. And then that and maybe what we do is Courtney maybe you as a, as a conduit you could put out there that this is what we've decided as a commission that we want to work on this week to the whole

01:41:00.000 --> 01:41:15.000

commission so that those people who weren't here would be able to, I do want to listen to what Shannon said is about how we don't want to, you know, do we want to take some time, I my concern is, we, we, my concern is that we haven't, I would like to

01:41:15.000 --> 01:41:29.000

see us using our time and our energies to move forward in this and so I if you give us an inch Ellen I'm afraid we're going to take a mile. So I'd like to at least for those of us who are here.

01:41:29.000 --> 01:41:37.000

I mean I kind of have an idea of what I'm going to be doing for the next support to be able to submit to Courtney, and.

01:41:37.000 --> 01:41:49.000

And then, and then if it's off track then it's off track and if it's not great. So I think we move we move on it and if it's if it's that Deborah and Jennifer have curriculum that they're going to send in or ideas for curriculum.

01:41:49.000 --> 01:41:57.000

Awesome. If it's me who has an idea of where we can put some more information within the current curriculum, and I can put in what I also would like to see.

01:41:57.000 --> 01:42:06.000

Awesome, and then we'll see what we come up with. And then, and then all the rest of you who are who are, you know, law enforcement, you, I'm sure you have lots of input.

01:42:06.000 --> 01:42:24.000

So does that I think we're all in agreement, let's, you know, do it. we'll do it in my hearing for next agenda that you guys will want to review the feedback

everyone's going to send me feedback, either by marking up the curriculum if you're comfortable

01:42:24.000 --> 01:42:35.000

doing that or by sending me directly what you're looking for in the curriculum recommendations I know, I know there are some commission members who are you know very clearly what they want to see in it.

01:42:35.000 --> 01:42:49.000

So I will expect to see either a curriculum markup by Monday morning, can we say by nine please so that I have time to do it. And I'll send us all on writing but I'm trying to confirm what I'm hearing either a curriculum markup, or just notes about what

01:42:49.000 --> 01:42:56.000

you want to see. I will then compile that and send that out before next meeting.

01:42:56.000 --> 01:43:09.000

And I also hear a couple of people. I also hear some thoughts on maybe waiting to get people more time to do that for the following week,

01:43:09.000 --> 01:43:11.000

so people can be more thoughtful about it.

01:43:11.000 --> 01:43:19.000

I mean I, personally, I would like to get some stuff on paper, and then we can start discussing it and be thoughtful about it after we.

01:43:19.000 --> 01:43:27.000

Okay, kind of see where we're going. I will ask for everybody's thoughts by Monday at nine.

01:43:27.000 --> 01:43:38.000

Oh, send that email out, asking for that stuff and then for agenda setting, because that's where we're at in the agenda.

01:43:38.000 --> 01:43:51.000

Is that going to be your only agenda item for next week is reviewing these are like, it's probably going to take us the whole time, but imagine.

01:43:51.000 --> 01:43:54.000

Okay, so just

01:43:54.000 --> 01:43:59.000

is there. Are there any other agenda items you guys want for next week.

01:43:59.000 --> 01:44:11.000

According Can I ask you a question, I think it was covered earlier in the meeting where where they were asking about what the legislators who pass this law that created the commission.

01:44:11.000 --> 01:44:18.000

You know that their thoughts, is there an actual legislative history in the Colorado State Legislature.

01:44:18.000 --> 01:44:27.000

You know there's often a formal documentation of what the senators and representatives debated.

01:44:27.000 --> 01:44:33.000

I don't know if our state has that like the way the federal Congress does.

01:44:33.000 --> 01:44:48.000

That is definitely a question for everyone. Yes, they do. It is a pain in the ass to get, but if you guys want it, we can get it for you have to essentially as the Supreme Court library for it.

01:44:48.000 --> 01:44:54.000

But we can definitely pull that if you'd like. I also am going to send to the group.

01:44:54.000 --> 01:45:14.000

A link to the bill so you can see kind of the sponsors, you can see past past tech through the committee's you have a little bit more information about the bill, but you know if you want us to invite one of the legislators to maybe summarize the legislative

01:45:14.000 --> 01:45:33.000

history and sort of that path if that would be helpful. I can tell you legislative history can be is sometimes disappointing, and what it gives you, but, you know, if you tell us what you want, and we're happy to get it for you.

01:45:33.000 --> 01:45:49.000

So the way we're unfortunately you can't do that so you have to basically put in this request and sometimes if they have it. There's not actual documents so they only listen to you and then you have to physically go and get CDs and then you have to, like,

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

burn them on to cater and then you actually smell bang until you find the product so hearing it's recorded and then you transcribe it so it is a whole thing, it's possible that the lesson of history is more accessible for this though we can certainly

01:46:04.000 --> 01:46:17.000

look into it I just, It might take a bit yeah maybe then just here what is available before going through that I like your suggestion about maybe inviting.

01:46:17.000 --> 01:46:33.000

One of the legislators I based on the early part of this meeting I think that's

something a number of people would be interested to hear like what why are we doing this, what was the impetus that created this law, and that would, I think help guide how

01:46:33.000 --> 01:46:51.000

review, you know these considerable documents and all the work that everyone's doing at least will know you know what they had in mind, get us here in the first place. And then, then we can maybe see like where would want to go from there.

01:46:51.000 --> 01:47:04.000

And we can certainly do that, and I was, Jeff, I think had to drop off because he had a hearing. I will talk to him about the prime sponsors who is probably the most plugged into this and.

01:47:04.000 --> 01:47:20.000

And we will report back to you guys hopefully by next meeting and I think that from there. Josh is based on that conversation, you know they flag that there's probably some really good testimony that might be helpful or.

01:47:20.000 --> 01:47:36.000

There was a robust debate on the floor about it, then I certainly think we can go down the path of pulling legislative history I think it's very possible on a bill like this, nothing was said, and all of it happened sort of behind closed doors so I think

01:47:36.000 --> 01:47:51.000

that the legislative perspective would probably be where I would start if that's what you guys are pretty good, pretty familiar written perspective from the sponsors.

01:47:51.000 --> 01:48:04.000

I mentioned that yeah you're saying instead of having them come to a meeting, you mean yeah I mean I'd love to actually hear them in person and have us have the ability to ask them know that they're most of them are also citizen legislators in Colorado

01:48:04.000 --> 01:48:10.000

may have other jobs and other things that they do when they're not in session.

01:48:10.000 --> 01:48:19.000

But get having something in writing it also gives us that opportunity to read it more than once to reflect on it and that kind of stuff too.

01:48:19.000 --> 01:48:29.000

So I guess it really doesn't matter to me whether we give them, you know, 10 or 15 minutes to start a meeting to talk about you know how this became about, or if they do in writing you write is fine.

01:48:29.000 --> 01:48:33.000

But I'd really like to hear from the prime sponsor.

01:48:33.000 --> 01:48:40.000

And, you know, the one that started in the house.

01:48:40.000 --> 01:48:56.000

We will work on it, and I will tech Jeffrey, you could happen next week, that'd be great. If not, I think the likelihood of getting on their schedule and super short or may be a big ass, but we'll see.

01:48:56.000 --> 01:49:06.000

We might have to add the group be open to it being a separate meeting maybe not at the agreed upon time.

01:49:06.000 --> 01:49:09.000

Folks open to that.

01:49:09.000 --> 01:49:10.000

Yes.

01:49:10.000 --> 01:49:13.000

I think Deborah might ever handed.

01:49:13.000 --> 01:49:30.000

She does. I just don't want us to forget about the idea of for the agenda. Next time, of having sent out or to ask Courtney or you know how we can put together some kind of a question here for the community leadership, and then various disability spaces,

01:49:30.000 --> 01:49:44.000

so that we can ask them, you know, what are you already doing, you know, what do you think is really important for these folks to know what what training are in service you already providing, you know, kind of, get, get that from them because I think

01:49:44.000 --> 01:49:46.000

that's going to be an important.

01:49:46.000 --> 01:50:02.000

Ask and if we could incorporate that to for next time. That would be nice. I can't imagine us going through a document word for word and word smithing it, I just think after Courtney compiles it we should get it but I don't see how we spend a meeting.

01:50:02.000 --> 01:50:05.000

As a large group word smithing it.

01:50:05.000 --> 01:50:08.000

I'm certainly not thinking word smithing.

01:50:08.000 --> 01:50:13.000

I'm thinking, for lack of a better way to put it idea sniffing.

01:50:13.000 --> 01:50:31.000

You know I hadn't. This is my big broad idea and this group was a group think of that idea, not, not down to the roots of the words, that's, that's something that we would read, we would go to the Janet Larson's of the world, and say hey you know how

01:50:31.000 --> 01:50:39.000

do you word this in such a way that it makes sense in the post curriculum.

01:50:39.000 --> 01:50:41.000

Cool.

01:50:41.000 --> 01:50:46.000

Need some clarification though on the survey thing Deborah, are you going to create the survey.

01:50:46.000 --> 01:50:59.000

I can put together a questionnaire and then send it to you and then if each of us, sends it to the folks that we know of in that various spaces, perhaps maybe that's a good way to approach it I think arcs and you know there's.

01:50:59.000 --> 01:51:08.000

I don't know what Jennifer what you've compiled in terms of agency so I apologize if I should have seen that, but I think you know kind of getting it out.

01:51:08.000 --> 01:51:22.000

So we can get it back but i i would imagine when we're asking them to send it back they're sending it all back to coordinate and then who's compiling it right so i think if we can go another way, which Janet suggested earlier was to get the executive

01:51:22.000 --> 01:51:37.000

summaries from their verses asking them to fill another piece of paper out which then requires them to respond as we can seek that information out from the, they're published documents.

01:51:37.000 --> 01:51:39.000

Maybe if they're available.

01:51:39.000 --> 01:51:44.000

I know I think I saw me on my end Courtney. Okay.

01:51:44.000 --> 01:51:59.000

I didn't know what I didn't have time to look quit. I think it's a simple survey, you know, I knew and I tried to figure it out. How to do like a Microsoft survey or a Google survey or something where no one has to compile it because it compiles automatically



01:51:59.000 --> 01:52:13.000

but it seemed to just stick really difficult when we were trying to figure that out was kind of a quick turnaround time so I don't know if that's possible but I do think a link to something where it compiles automatically and nobody's tasked with compiling

01:52:13.000 --> 01:52:16.000

that is probably sensible.

01:52:16.000 --> 01:52:34.000

The nice part is it also can build that graphics and kind of it's, it can be quite informative so we use Google Docs in our agency. Oy, and I am not an expert in compiling them, and putting together those surveys so they work, but I have people who are

01:52:34.000 --> 01:52:39.000

that I can ask to help do that, I do think it's important Google.

01:52:39.000 --> 01:52:53.000

Google, so I cannot be I cannot think that all we do not have Google Docs, that do well, they have the Microsoft, you have the Microsoft version of Google Forms it's like a, it's like a survey tool.

01:52:53.000 --> 01:53:05.000

Microsoft has similar tool. We were playing with it, it was just it was, it was just the turnaround time support me if we got questions organized is that a tool we are able to use have to check with it.

01:53:05.000 --> 01:53:15.000

I have to check with it. Okay, yeah we plan to use it the last time the issue was I don't have permissions to do that so our IT department has to get involved to do all that.

01:53:15.000 --> 01:53:31.000

One thing that we've done on a different commission to get around this is actually having one of the Commission's and like one of you guys can be willing to take ownership over creating a Google form and sort of dealing with the data and then we can export

01:53:31.000 --> 01:53:42.000

the data and then work with it, it's a, it's just sometimes a little faster since Google Forms is so easy, but that would require, you know, When have you all been willing to do that.

01:53:42.000 --> 01:53:58.000

Yeah. And not only does an offering. Yeah, I didn't know if that was like a violation somehow. So if one of you. So if one of you guys wanted to create it on your own and then you essentially send the survey to Courtney and then we certainly like send

01:53:58.000 --> 01:54:09.000

it out because right and you guys can do things on your own. The only issue is, you can't like you know have a separate meeting to do it but if one of you want to just own making it, that would certainly be fine.

01:54:09.000 --> 01:54:17.000

Yeah, shame on us what we tried this whatever and I tried the last survey using Google Docs and Microsoft and our IT department won't allow that.

01:54:17.000 --> 01:54:31.000

So we can, we can try again but I would need a Google account and it says no. Well, so I think though the way we did like the way I do it on the other commission I want is that, like, I don't, I don't create the survey like, let's say, Chris was willing

01:54:31.000 --> 01:54:41.000

to do it, Chris just like makes the survey and all we send out as the link, like we are not managing the survey at all.

01:54:41.000 --> 01:54:44.000

Okay, we can try them. Sure.

01:54:44.000 --> 01:54:58.000

But my only hesitation in that is that I'm not an expert in Google Forms. And so I'd be signing up somebody else to help me do it from like from my agency who is an expert since we as an agency do use it.

01:54:58.000 --> 01:55:02.000

So I hesitate.

01:55:02.000 --> 01:55:04.000

Okay.

01:55:04.000 --> 01:55:14.000

So the one thing that I would want to make sure though is that those survey questions get sent to the commission for commission input. prior to them being sent out to everybody.

01:55:14.000 --> 01:55:29.000

And I have that on the agenda for next week to review with the, with the survey might look like. And then, see if there's something we want to revise so if we just can put it together we can review it as a group and decide if this is too much too little,

01:55:29.000 --> 01:55:38.000

what's missing, what needs to go, you know, that kind of a thing and then we can all have the link to send out.

01:55:38.000 --> 01:55:49.000

I'll be the same thing for us Maria sir I want to do a survey that task the FTO is

in the agencies what they think as well so I'll try and put some ideas together for that.

01:55:49.000 --> 01:55:52.000

Yeah, that's perfect.

01:55:52.000 --> 01:56:08.000

I have two things on the agenda so far for next week, review of feedback from commission members regarding the markup of curriculum and just specific goals that you want to see in the curriculum recommendation, and then survey question reviews or anything

01:56:08.000 --> 01:56:09.000

else.

01:56:09.000 --> 01:56:23.000

We want to address what Josh brought up. So, Shannon is going to check with the commission, with the, with one of the Prime members at the bill to see they can attend the meeting.

01:56:23.000 --> 01:56:29.000

And if not we'll just have to play that one by ear but that is also on there is there anything I'm missing.

01:56:29.000 --> 01:56:38.000

If you just say, what we want for curriculum and perhaps also we can say what we would like to see it in service.

01:56:38.000 --> 01:56:44.000

We run it, we have a pretty full agenda sewing up do want to say the end service for the.

01:56:44.000 --> 01:56:59.000

We could send it in and then it's just maybe that's not what we discuss you know if we totally if I'm compiling, I can compile more. Yeah, okay. I don't put the in service on our agenda and we can send you our information later was saved in service for

01:56:59.000 --> 01:57:07.000

and services ridiculous important know get me wrong, I think it's huge getting that to our true opportunity lies.

01:57:07.000 --> 01:57:13.000

We don't have the opportunity right now.

01:57:13.000 --> 01:57:31.000

Anything else we good.