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So the, the only thing that was like kind of concerning to me so far and a lot of the things that I see is that they're very.

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They're very focused.

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There was a great example in this case i mean it's it's all Alzheimer's stuff and that's fine that's great and that's something that we need to focus on but there's so the scope is so broad there's so many different things that need to be talked about

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and discussed and gone over and, and all these different things and it's, um, I'll say it out loud it's concerning to me that that some of these things are so focused.

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When it says, with disabilities.

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When it's very.

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Oh, I think I don't want it to appear that way for sure that these came from. these are examples from the curriculum examples that we were given. So it was one certain topic, I can explain other objectives, from other curriculum that we were given as

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an example, so that my, my point was is this is not what we need to be focused on. It's an idea we don't have to reinvent the wheel. But it gives us a place to start and it gives us an idea on what type of objectives, we could potentially cover, and I'm

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well aware that we have a whole broad

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area to cover with all of this but like I said that it's by no means the only the only way to go. So, just for everybody's we do have Mark Simon on as a public he does is not wishing to make any comment but I just wanted everybody to know he's attending.

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Okay, well then Marios from your office right.

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Yes, sir. Yeah, Mary is with post staff and so she's joining just to see what's going on and all that jazz but.

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Cool.

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Just making sure I knew who everybody was on the screen. Yeah, for sure.

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So, I would be helpful I don't know how we're just start but it would be helpful to know kind of what our objectives are here today and.

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So we're looking at in service training, but how I mean I would like to know, is it on like in general Chris or anyone can answer or is are we looking at specific topics are we looking at specific time frame.

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Yeah, where's the kind of the overall like what we have to start with.

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Sure.

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The chair in this case I'll let her.

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Okay.

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I mean overall Well, we'll go ahead and follow the agenda today I think that's important, because that really gives us some sort of structure to start with, like I said again it's going to get a broad topic but it's not impossible, we just have a lot

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of resources to draw from.

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resources to draw from. So, I mean, we can get started. Do you think everyone's here coordinate, everyone who's gonna be.

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Yeah, let me pull up our list of who else are we expecting this morning we were missing a couple because Daniel Bryan is doing the line of duty death from Douglas County.

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Right. So he's out this week, but everybody else was there.

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I'm sorry.

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Coral Causeway is also one so I'll ask her, she wants to wants to make a public, the same answer. Atlanta is the only one that's not on the screen on my Atlanta is resigning from the commission so I don't think she's gonna participate today, but I haven't

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gotten that word for sure but she is resigning from the commission.

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So she's the only one, we're missing them.

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Yep.

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Let me check with coral.

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I'm just going to chat with her really quick.

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She got in, she was having a hard time getting him. She does not want to make any comments so you guys are good to continue.

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Shannon, when we talk about the objectives and I again I like the object, Tim says sort of a framework and then the details can fall into that. The only real feedback, I had was the language so intellectual disabilities, you know that you had like certain

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language but I would like the words, physical, and, and then fault physical added to those those disabilities and dementia at the end.

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Because it's actually specifically written that way in the law. So it's, you know, disabilities and dementia, so I'd like that language to be kind of in our mind as we're thinking about objectives.

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And I do think it's so very important, I expressed everybody these are not

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just want that.

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know why dimension is that it the way it was right. I know why.

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Because it doesn't fall into the specifics of disabilities but it is a factor and then we know events so it needs to be addressed for sure. Well it again.

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Tears.

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Don't get my push back on that is.

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Don't take it wrong, because we need it you guys, this is what we need. So it's important.

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It's important that we cover all disabilities, I mean the reason that that one specifically is that is because the Karen Gardner incident came to light.

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Exactly. But please understand, I'm going to say it one more time pulled up. These are examples that were thought provoking that are already objectives that have been sent in the out of state examples that we received.

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Okay, it's nothing that I wrote it wishes from one of the topics, but it gives us an idea on where to start for objectives. So I do agree that it needs to be bigger and I think at this point is where we need to talk about that, and decide how we're going

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to use the verbiage and how will encompass most of this in here.

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We have an amazing amount of resources, and they want to get to today is utilizing those resources appropriately.

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I thought you did a good job, giving us some place to start. So again, I agree. I think it was clear that you thought this, you are offering that as a place to begin a conversation so I think

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Well good yeah okay so I did want to Deborah a few important everybody I would like to discuss the organizational survey and see where that's at because that would be another starting point for feedback for us to us so do you know what's going on with

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them.

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on this survey was sent to Courtney Courtney got it kind of rounded up to the chair and back, and then it got approved and that we were waiting on the letter, which she got and she emailed me first thing this morning and said she will be sending that

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out to everybody.

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Today, so she just was getting the two meetings, structure, I expect we'll see that shortly after, is there anything else you would add to that Courtney.

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I got the I got the cover letter from Jennifer late last night, so I haven't even had time to look at it. So part of it. I know everybody. If people commit to getting the documents, if somebody sends me something at seven or eight o'clock at night the

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night before commission meeting, it is not going to be out to people, before I have other job responsibilities that I also have to and I think that's my every, every word that little intro paragraph to reflect, you know, different dates, I think that's

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fine we can plan on getting it out now, it's not you know a fire that has to be put out today. So thank you for working on that.

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Just a quick question about it so there are some dates referred to in links referred to in the cover letter.

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Are those does that cover Are you guys is the whole commission asking to review that before it gets sent out or is was that just up to Jennifer to review Does somebody want to see it before it gets put on think we should revise those dates and maybe you

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and I can talk after about that because obviously one day was yesterday right so will revise those dates and we'll, we'll just modify it, so we can have that info.

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Okay, so do you want me to send that to you, Deborah so you can see it.

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Oh, that'd be perfect yeah thank you all for that email.

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So I have my hand up this is Jill.

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What are the links you're referring to because I guess I'm a little curious about where links are taking people because I am not, I'm not click I mean I've got my, my people ready to go.

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They're just waiting for me to send stuff but i i want to be sure I know when I'm sending. And if it's linking to something else I need to understand what those links are yeah it was just a link to meetings, she was in the cover letter and keeping in

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mind. She said she has not been feeling well so that's what that was the delay in getting me, the cover letter. But, in her in the cover letter.

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It we wanted to link to our meetings so that whoever This letter is going out to can see we just don't, those are those change on a weekly basis so I guess we could provide a link to our website where then they could get the current meeting, but those

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links themselves change on a weekly basis so there wasn't any other links for resources. Okay, that's helpful. Sorry.

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It's fine. I just wanted to be sure I wasn't. Yeah, I would like to know what what's going on under my name so yes for sure and I'm happy to send it out to everybody. Before it gets I don't need you guys.

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It's fine. I just said that was a good explanation. Thank you.

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So actually, that was my comment was that, for those of us who do want to review it, it'd be good that we all got a chance to see it.

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If it's going out in the name of the Commission.

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Sure I am happy to send it out to everybody.

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Um, it's my understanding that then everybody on the commission was going to be

sending that out individually, it was not a post staff responsibility to send it out to any organizations, but you guys were all going to so I think that makes all the sense

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so I'll send that out today. And then you guys can get back with changes you want made before. A link to the survey goes out with it. Is that fair.

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Yeah, just be careful on the word smithing. We all shouldn't be word smithing.

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The document as much as I mean, just making sure that factual and contextually and I kind of stuff that's correct.

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We can all wordsmith to death and that would not be productive.

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Yeah, I'll just send it out for an approval maybe not an edit but just Google. Yep.

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Okay.

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me All

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right. Um, so I did want to bring up, we want to, I wanted to talk to everyone here about your thoughts about in service training. I don't know how familiar you are with pretty much the way in service training is developed and then how it moves from there.

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I mean I can explain that a little bit. And I don't know, as everyone here written lesson plans before kind of lesson plan you so you're well aware of how to do performance objectives and then the instructional content right.

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And I just Joe, I have not actually written lesson plans I've done many many many trainings, but just not less than this not curriculum based it's just all about intellectual developmental disability at large just some do some outreach and education from

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that, as well as trainings but not related to this related to educational pieces so I would not say that I'm an expert in curriculum at all, as far as setting those those.

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I just want to make sure I'm being really upfront with you guys.

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And I think it's really good because I mean your experience is going to be a little more wide open and broad than maybe me getting stuck in this okay I have to have my performance objectives here I have to have my instructional content so I think it'll

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be a really good benefit, guiding or be good because I will definitely step up and say what does that mean, why are we doing that so I can, I can play that role.

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These land up so it's, that's perfect. I think it's really important.

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So I did want to discuss, have you guys thought about or. I know it was kind of concerning Erica confusing but have you thought about how you want to present this, because in my mind what I was thinking is we could do abroad.

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To begin with, we're going to make sure we cover. Special Populations will have specific performance objectives for that with instructional content, and then we can move on to just say any other topic under, under these under the areas here, I'm just

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trying to pull up, we just have so many references you guys it's amazing.

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I would not work where we start out kind of broad recognition and then generalize ways to proceed in the in those interactions, and then from there.

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Go to specifics like hearing impaired how to interact appropriately and professionally with a hearing impaired individual, and then site and however you want to do that.

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And like you said well we're will will be very well aware of how we phrase, everything.

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And the proper terminology that's kind of my thought to get this rolling and keep it structured.

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But this is the time where I really wanted your guys's input as well.

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Again, how much time is put that in service training be, I think that's going to really construct us with what content and to make sure there's an even flow amongst the disabilities.

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Okay, that's a huge perfect day and that was at the end but we'll talk about it now because we need to try to decide what we want to do to incorporate this within service, we don't have to worry.

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So I have been coordinating and service for eight years now, and I'm what I want to avoid is we have a two hour requirement was just say it's an example.

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It's a requirement and then I have an instructor who comes in, he spends 15 minutes, blow through this I'm done it, you know, I don't want that so we want to make sure that we have the ability to determine a good amount of time, that's going to be worth

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it.

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It really makes an impression because in my mind I'm thinking tabletop exercises incorporating a great deal of videos, and then I would like to, in my mind, I think it would be important to have the scenario based training.

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I really see your, your thinking quality over quantity, we can we can say all day long that you have to have like they do the skills you have to have 12 hours a year of skills.

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Right.

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Well, so what does that mean you're standing on the firing line pulling a trigger wheel, are you actually you know doing those scenarios shoot don't shoot I mean there's, there's a lot of different ways you can structure that to where you get the quality.

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Even if you don't spend the whole allotted amount of time on something absolutely so that's why I think it's important that we we determine that time frame but in there it'll be required where we have the scenario based training we have the table.

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Some of these videos have you guys been watching the videos from out of state curriculum. Yeah, they are excellent amazing, I would truly like to incorporate

them in the require curriculum.

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So, after putting together in service training for years now I really do think I'm thinking about the instructors who will be delivering it but two to four hours a year I think is absolutely reasonable.

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So works on a small agency so agencies like yours or mine.

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We spend far more time on in service than most of those small agencies do.

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And the other part I worry about too is I'm finding qualified instructors and we gotta be careful about qualified instructors, like one of my training managers biggest pet peeves is like the dog protection act as the prime example she uses with me over

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and over again, the qualifications to teach that are so narrow that we do exactly what I talked about in my application materials that we we watch a video it's terribly produced.

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Just a matter to market checkbox.

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And I want to avoid that.

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I mean I even our dog handlers can't teach to the dog Protection Act, or Larimer County

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Humane Society can't teach it, because they're not qualified. That's silly.

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So making sure we keep, we get good people teaching it, while at the same time we don't make it too narrowly defined who can teach it to make sense.

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I'm looking here. So, one thing that I really liked this was the New York State Division of Criminal Justice in order to instruct this person with disabilities class, they have a list here of instructor qualification.

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So instructors on this topic are expected to be those certified by the mystical police training Council. I mean there are ways I think that we could write this curriculum where there would be a requirement for the instructor, some sort of

requirements

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for the instructor.

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And then we have a great example here of what would be required for them.

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And I'm not going to allow anyone in my agency to teach you know IPC if they haven't.

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They haven't attended a course, so some, you know, they're going to have to have some sort of qualifications.

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If you guys agree with that.

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And I also hear what you're saying about the smaller agencies, it's going to be a bit of a challenge but I do think that it's absolutely possible.

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So this is this is gel it's a little I'm a little off the beaten path here but, but I will make a comment about the smaller agencies, from my perspective so not only, I mean I live in a rural area right so I step up and I make those personal make those

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personal attack do connections with our law enforcement, just so that they know we're here as a resource all the time. And because we're smaller, we can we build those relationships and we oftentimes know somebody in our community that falls into a category

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of disability or dementia and so I think even though we may not have as much time as perhaps a larger agency, there seems to be there's sometimes is a more of a personal connection within community.

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That's what I see in the four counties that I am in any way, where it's there is that that relationship piece that maybe a lot larger a larger community may not have I do, I do want to take up some of Jennifer's time if she were here and say, I know I

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think it's going to be imperative that we include that we include individuals as well to be part of that training, whether it's interviews or mean we can do table tops and scenarios but if you don't actually have people who.

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And I don't think it has to be like I don't have to be the expert for somebody with intellectual developmental disability or parents, I mean I could be but I don't I don't need to be that as long as I know that that is being represented by not just somebody

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who's read something and taken, you know, read about it or read a curriculum I really want there to be a knowledge base about it because telling a story makes a huge difference and it makes it more real.

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I'm sure everyone feels the same way but but I just I feel like I need to be in in Jennifer shoes and say nothing about us without us again so somehow I feel like that should be included in a way that makes sense.

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And I also want to honor the fact that, you know, we are looking at a time constraint we do want to have a quality curriculum that's being offered into that into that in service but I do want to put that part out there so if there can be some component

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that's whether it's interviews that are that are recorded or something that that really do are actual people who are speaking their, their story that, and not just their experience but you know will be with law enforcement, but how things are for them,

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you know what, how generally how generally they react in stressful situations and how that's different from the general population. I think that's going to be super important to have that real life, so I'm sorry if I'm headed in the wrong place, but it

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is perfect. You know, just add to what Jill said I agree with you, Jill but I'm also been checked a little bit internally in our side, because you know I want to go into teach every class myself personally I have to tell you the truth.

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But, you know, this is 2000 sworn, right.

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So you, you have to have something that's scalable and implementable across the spectrum.

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And in a way that's how I think that idea of if you wanted to gather recordings and things that an training officer training Sergeant can use that might work.

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You know, it's also like our record. So the Alzheimer's Association for example we, we can do a train the trainers and training, Shannon to deliver our curriculum right we have absolutely would love to do that with Shannon in an agency where she's going

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to be able to do just a stellar job and have a lot of time to do a really stellar job, using those tools that those smaller agencies we have alternatives for them to because all of our programs live on a recorded platform so that's unusual but it's also

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really probably helpful to a smaller agency that can say okay, they can assign it when they're done with it, they'll get a certificate they can turn their certificate into the training officer Sergeant right.

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I think that's the kind of way we also have to think about is something that's scalable and implementable

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Regardless of large or small, started adaptable to either or, because I think that's, that's really an important consideration the smaller agencies aren't going to be able to pull your blog training together and do four hours on

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our topic every year, maybe really.

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So, so this is a personal experience that I would like to share from the idea of trying to coordinate these things.

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I got really lucky when I tried to put together a cognitive disabilities training for both my jail and patrol.

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I have direct connections in the community with people that I could pull from from the arc of grammar County, and from a group called dimension together and have them come in and present, and that was great.

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So now my task for that I gave myself or 2020 is I want to do the exact same thing but I want to do it for, for the deaf and hard of hearing.

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So I start going around looking for people to, to come in, so I don't want the technical stuff right my people in my agency know that the ADA exists. They know

that there are laws that talk about effective communication they know that there's laws about

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accommodations they know the tools that we have to meet those requirements and do those kind of things. But I want to provide them with is that, holy crap I'm on scene.

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And like what is this person, why is this person behaving with the way they are. Why are they acting the way they're doing, how can I accommodate somebody who's deaf or hard of hearing so that when there's a real perception in that community about law

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enforcement, and they feel a real danger when they're, they're being contacted by us.

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So I want to explain that to my deputies.

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And I think that's where we that's when we have to bring in the experts are we utilize these resources because we're struggling. I'm struggling to find those people.

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I'm telling you we don't have to go to people I mean there's so many resources here all of these Give me two seconds on Google. I'm having the worst time with my screens here, but we have oh I even mentioned some not I didn't it's in my notes, lost my

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mind but the Ethan sailor lines at a CDC, a PD.

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There are so many amazing things online artistic self advocate Advocacy Network.

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The mail in policing correctional training Commission's. I mean I really think if we go to these resources we will find experts who are willing to give us their absolutely credible resources we can refer to those resources that Jennifer initially gave

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us. And those individuals would be willing to give us the content, how.

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So where, where I'm going with that is just I want to be careful in mandating that we have mandating that we have certain people be involved in certain trainings

right.

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No, as a presenter. No, it would be one presenter, with actual credible content. I think that's where it's important that we bring the experts in. So we creating this curriculum, have an idea from the experts on what needs to be delivered for recognition,

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they show up on scene. Why is this individual activism oh I remember from my class because it was in that curriculum that's kind of what I'm saying we can't have 30 people come in and and do the course I know that.

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So we need to make sure that the curriculum is solid enough that we're utilizing the expertise from these individuals in the curriculum and they're all credible and just thinking about this and not to get off topic with this but we should make it mandated

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that every two years of curriculum is updated or,

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you know, because obviously these individuals are going to change sometimes we have.

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We all know that there are organizations out there that lose their credibility.

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Over time, so I want to make sure that we stay up to.

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And if you if you looked at. I don't know if you

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had an opportunity to look at what I submitted for the match and and what what

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is in the in service is something every year and we resources for that right.

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So for example, you know we can do a 30 Minute.

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10 morning science we have curriculum for that we have put that all in the folder so y'all can see it, we have a 30 minute understanding and responding.

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Losing you a little bit to dementia related behaviors rotation aspect that it's not

like this curriculum that it does. Absolutely.

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Yeah. Deborah we're losing you a lot if you turn off your video will have better audio with you because it won't be using so much data. That's a good idea.

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Can you hear me better now. Yes, yeah okay so I'm probably going into the dead zone and the wind up here is crazy. So, but I'll be brief. So what if you go to the file of of documents that I sent to Courtney that she uploaded.

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What we would like and what we would propose is that there's some dementia related training every year as part of in service we can provide the curriculum, we can provide it either in the recorded space, we can train folks to teach it.

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We don't need to go in and teach it, it can be something that we do a train the trainers on or we can you know like last Friday's a, they had some training here in North northern, you know, the Morris Colorado area so those variations are all acceptable

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a, you need to have this for us, we should probably think more about what are we going to do every year because it can't be the same thing every year, you're not going to come to the same training every year right so some variation, and some content,

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objectives that we want to have a minimum of it. This is that that's really good but it's really interesting because typically we do a lot of the training that we do is the same thing every word.

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It's just that reinforcement reiteration. My point is, is making sure that our resources, as a group, are up to date. I think that's very important.

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And I, I've looked at all of everything that you sent in you know the you know the tips and the flyers and I think things like that should be made available to everybody in our agencies.

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I think that will be kind of hard but at least. That'll give them a quick reference and I think it's great. There's so much great information.

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It just seems overwhelming guys.

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I think if we could identify some minimum training objectives for instructors every year, and then with the idea that it needs to be renewed because next year they're not going to go and do approaching old timers again, because like 2100 officers in the state,

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do approaching all timers this last year. They're not going to do it again this year right that's, that would be why. So if there's a rotation to that of seven of some kind, whatever it may be, if we're all of our wants certain asks, Deborah, I think,

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the core content is very important and it's, it needs to be reiterated every year. We have new officers and deputies who come in every year. So we want to make sure that we touch base with all of those officers and deputies throughout that time frame.

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So,

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and reiterate with the whole guys.

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Exactly.

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It's not a bad thing. And you're right, we can always add improvements and whatever else but we just need to make sure that it stays up to date.

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And I'm, I'm, I am not positive on how much time we should require for this is just such an important topic and it's so broad it's so big. And I want to make sure we have the ability to touch base with everything.

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Did you guys see what Magali sent out.

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That is the training that we've been receiving from goalie and our agency the required training was autistic training for years, and it's amazing.

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This artistic training for years, and it's amazing. But again, it's the same they updated with new case laws or incidents that, unfortunately, make media.

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But that's where I think it's important for us to look at it every year.

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So, tell me what also and Chris we got yours.

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Now that's perfect.

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That's Academy.

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Alright so let's see.

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Now I will tell you, Shannon, while we were on the phone I sent over to Courtney to I've talked to the arc, you know, of the United States, and gotten two different examples of the curriculum that they use when they're doing trainings as well so I've

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sent Courtney will review that and then she'll upload it I'm guessing but it's just two examples that they made a recommendation that we could look at that they that they use so that'll be from the intellectual developmental disabilities standpoint, across

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the board.

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Yeah. At one point I think it was two weeks ago Jennifer had offered to put together, links because that's what we've gotten from a lot of our community organization as links to websites and stuff like that.

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And so she offered to put together a document with all those links.

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I haven't I will follow up with her to see, because that would be easier if I could upload a document into the file share that then you guys could just have all those links so I'll follow up with her to see where she's at with that, and I chose not to

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do anything state or state related I went right to the national organization, because they've been, you know, because they benefited completely and all that so I chose not to do anything state just just that national piece because I know there's a lot

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going on.

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Chris you know that too with our glamour does great work anyway I know a lot there's a lot going on with each of the state, but I just went right to national.

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So it felt a lot about this sort of like the last, I know since June or July or whatever it was that this got approved right.

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When I think about in service side of it, and talking to our training manager and that kind of thing, you know, so how do we how do we do this in a way that's really encompassing that allows us.

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You have an agency like mine, that, like, we're, I hate the words is politicized, but when it comes to this topic, where as progressive as anybody right we're on the forefront of what law enforcement is doing in this topic

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to be told that this is what my curriculum is going to be this is what I'm going to be teaching

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is not fun. We would never go to a lot to a firearms instructor a driving instructor, you know, this is the end goal right you need to be able to do these things and how we get there is up to the individual agencies

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to mandate you know hey so the Commission says that, you know, we think it's important that you guys have some training on this every year, and allow the agencies to figure out how to get there.

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If they're small or if they don't have the time or they don't have the person who wants to do it, that kind of thing. Here's some great resources for you Here are some ideas for you.

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Here's a video you can watch.

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But if you're pulling this off on your own or we get to the point where I would love it if every agency had their own Ada coordinator and that at a coordinator went full bore into, you know, went running with this opportunity like I have let them do it.

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it. And the topic is also just so broad, we want to make sure we cover. We don't want to cover dimension autism or, sorry dimension Alzheimer's and those kinds of things in 10 minutes every year.

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I want to take a full 90 minutes. And let's really dive into uncover it, so they the deputies get a full understanding of like what this is what they can do, how they can interact with these folks, and next year will do deaf and hard of hearing, and I'm

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gonna spend a full 90 minutes on this topic.

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I can integrate in AC t training how to, how to work with somebody who's you know who uses a wheelchair, and how to, you know, stay the same Pat searches on them right we still got to make sure they have no weapons and all this other kind of stuff.

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How do we deal with that there.

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But really, allowing the agency's a lot of freedom and a lot of flexibility if they want it. If they don't, here's a, you know, thousand resources you can use.

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But it'd be and you know Chris and I know where you're coming from, because I am the curriculum developer, you know I want it to be. I want to be sure that it is quality as possible.

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I want to make sure that I do have my creative aspect in there.

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But I think it's important for us to have a cool curriculum to start with. And then, in some form possible, we can say, meet these mandates but you go ahead and develop a curriculum.

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My concern is and you know you should know. Overall, you're going to have instructors who say okay here's a mandate, let me cover that five minutes and now we're just going to mess around.

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You know, so we need to make sure that we do something that we have the ability to ensure they're getting the money training.

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We can allow for their creative aspect and again if somebody is developing that curriculum, then they're going to take ownership and, really, what is the word, loving, right, so they'll go full force with them, but I'm, I'm, I'm concerned about just leaving

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it to.

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I don't know if you get that kind of quality. I'm sorry, Joe.

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Oh, you're fine. I'll waiting.

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I think these are really good interesting.

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It's an interesting discussion because I you know with local control state everybody does want to do it a little bit their own way. This way is education to in the in the department of education as well but you know I'm thinking is, is there a way to

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find a common ground that really focuses on the learning objectives with the learning objectives which allows some freedom, however I want to I want to also speak to what Shannon was saying was, which is talking about.

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Because you can't. I don't want to say mandate because I don't think you can mandate, but i think that i think that you could find like I love the idea of having all of the different types of learning that you brought up Shannon with the table top and

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the scenario based and all of those things that that bring in that quality training. So is there a way for us to focus on the learning objectives, but then also have

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guidelines or some somehow somehow do a hybrid of the two of of what you're saying Shannon but also leaving that freedom for the agency to be able to really tailor it to be in their own, I'm just that's kind of an eye, and I think you can get there through,

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like I said through developing those learning objectives that they have to fit and again I don't want somebody to come in and, you know, read something for 15 minutes and say okay we've covered it that would not be okay.

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And I don't think any of us want that and i saw i think that you're really taking that into consideration.

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Shannon what you're saying too So is there a way to bring in a combination of what the two of you are saying.

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What do you think Chris, I truly believe we can find a common ground I think it'd be good. I can use an example, when posts begin to require that we had an enterprise police in training, they came to me two weeks before a month of in service training

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and said put curriculum. And it wasn't something that I had any experience in anything so I took two weeks and learn so much about it, and then put it all together, this.

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whatever else. But I was able to make it to our class, and it felt like nothing it was wonderful. So, I agree with you, Chris. So, it's good to have that ability to make it your own.

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But I also think that all of this needs to be covered every year in some form possible.

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Yeah, if I may also add, I, I really think the hybrid model sounds ideal because if you like budget, you're talking about is to have those learning objectives and then have that toolkit, you know ways to teach it, and then that's the flexibility where

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Chris you can take that learning objective and think, oh this year, I'm going to do it this way, this year oh I'm going to take this this way so that huge toolkit of links and videos and all that we can put together, you know, different curricula from

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wherever it's going to be. I think great but I think, you know, the more I'm listening to all of you and being inherent just really listening, those learning objectives are solid, you're right, Shannon, you're so right you need this annually.

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We need specifics annually. If you know anyone that's been to school like everyone here has been to school in some aspect, you're going to forget it.

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I mean, you'll remember lots of highlights but it doesn't hurt to have a refresher, so that hybrid model sounds ideal for the timeframe we have here.

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You would be Chris What do you think, No idea I just those learning objectives. Let

agencies figure out how to get there but also providing those resources for those that don't either.

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Whether they don't have the time or whether they don't have the person like me to do it. And then what they can do is like they were mentioning before they can incorporate come to our agency, you know that we are presenting and we take column by Valley

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will help a lot of smaller agencies around us.

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You know I you guys I live in a rural area also, and I'm an over County, but every time I'm because I conduct a lot of training for our county. And then I bring in, Elizabeth PD and all the little someone and Callahan, the other little PDF, so they get

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get that same type of training so that's something that we could consider also know Elizabeth is it 12 men police department. So all of the little agencies around you guys you guys could bring them in during in service and I think it would be very beneficial.

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make sense.

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I just want to be careful on those two things so that we we leave creative freedom to the agencies, if they want it shares resources if you don't, and that we those we don't make it too narrowly defined on who's qualified to teach.

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Okay so great. I'm sorry. That's what's so great about the toolkit because you're going to have those videos like the one I mentioned in Central Texas I was brilliant.

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When it comes to autism who's 20 minute video that was somebody that doesn't know anything about autism can share that video and you'll have a better sense of what to expect.

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You know, this commission started with a bunch of moms like myself, have children with autism, and we are you know the autism community is extremely concerned about making sure you know police officers are are fully appreciative of this invisible disability

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and, like, a lot of officers they know their stuff that invisible part of that

disability that initial identification is tricky so if we have those high level videos that someone may not have had intersected with autism which you probably have a lot of

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of Chris, some that maybe haven't, and we could have high level videos high level curricula already ready. And then those other tools that you can take and say oh wait a minute, I've never used this let me use this.

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It just seems I deal with it, again the timeframe we have we have until what February.

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To do this, time is closing down so this is completely feasible you guys.

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When I sit back and look at it you kind of feel overwhelmed, it's so much but I think as long as today we establish some sort of structure and each one of us takes responsibility and just focuses on that aspect of it I think it'll really work.

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We'll get it together and it'll be great.

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And, I mean, I would love to do the autism, obviously, but also I've worked in the field disability for about 30 years. So I've had I've worked with a blind and visually impaired for two years straight and then had different clients or hearing impaired

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you know all sorts of different things so intellectual disabilities just, you know, I'm here as a resource if you need anything as well. That's, I think that's why I'm on here, but somebody chose me to be here for some reason.

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So I'm here just to make this process better and to bridge that gap for, and to improve the really reputation of police working with people disabilities, I mean this is where it's at, you know, everyone stay safe everyone goes home so hoping to just be

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be a part of this. Appreciate it. Shannon

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that sentiment with, you know, one of the things the Alzheimer's Association again we we kind of live in the space of not wanting to get so much into the weeds of it, either.

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I think that's kind of what we're saying right. We want to be a resource entities. The law enforcement other first responders who need training and they do need training specific to a lot of things dementia is different than this and autism is different,

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you know that way but there's a lot of places where there's similarities and I think if we're all kind of cross training in our communities, that's also helpful, but what I want to say is the Alzheimer's Association has.

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I mean, we just have excellent evidence based curriculum we're happy to share it in the space.

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And I AC has terrific resources in 2008 they did a huge project on dementia. So ICP is highly respected agency who has a lot of resources and videos from a law enforcement perspective.

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So, it building that toolkit and I'd be happy to work on the dementia resources because I would be happy to pull those together not beyond just what hours are.

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And then what I would also be curious, and maybe with you, Eric is to talk about that crossover. I was doing gunnison with a community agency that serves folks with intellectual disabilities and.

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And it was so funny because I was doing these trainings and like this is exactly what we say. And I think when we can reinforce those similarities to the common spaces so maybe we can, we can talk a little bit about that because there's always opportunities

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to reinforce in another room right something that's important in this room.

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And that might be really helpful and thoughtful to provide as part of a toolkit, where there's a similarities. Yeah, sounds good.

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I think that's good.

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I think you at the end I haven't kind of set up to where we define our roles. So, um, I, if we could. I think that, and tell me if I'm wrong but I think that we're all on the same page right now.

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Is that right, pretty much So Chris are you, you're not convinced are you.

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I don't know if you guys have read the feedback, and the public comment emails that were posted I mean one of them talks about appropriate and culturally competent and I'm referring to the disability community input and I, I go back to that yes I absolutely

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agree with that. but it also needs to be appropriate and culturally competent for the law enforcement community, whatever we put out there needs to make sense for the law enforcement.

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We've had some examples of folks that were highly vetted highly recommended come into our agency who told us things that were incorrect or illegal.

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You know, things like that so we just got to make sure that those folks that are providing this information where it's on a video or in person or whatever,

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are appropriate for law enforcement as well. That it through experts. Absolutely.

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We had one recently a domestic violence survivor was supposed to be fabulous. I was there I went to it and I was shocked at what she said.

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Not because, you know, I was surprised that she was the DV survivor or anything like that but what she wanted law enforcement.

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I'd say we can't do what you're saying.

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that we can you guys will examine it. That's very important for us to consider. And I don't think that we would include anything, an acceptable or attainable for us.

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Just like I couldn't agree with you more so I couldn't we teach, law enforcement and our programs we recruit of all that, you know, law enforcement, or first responder person to be on our team if I'm going to go talk to a bunch of nurse practitioners

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and I can have my nurse practitioner who's a community educator teach and when I'm in Department of Corrections I'm going to get a correction you know what I mean like, I think that is really an important point that you're making and I think that the

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the resources to people, and that that still lies in their space to vet those resources I used to work in drug and alcohol violence prevention, and you know you shouldn't invite everybody to come in and speak to kiddos right and so just because they're

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on the speaker's bureau list doesn't mean they're an appropriate. I don't think we have the capacity to vet, all those resources but I think we should emphasize the importance of bedding potential speakers have you heard them speak Have you because you

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know sometimes we lose at face value and maybe that's not a good thing. So I think we could build that sort of caveat into what we present as resources.

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The importance of getting, and then on our side train the trainer of law enforcement professionals to teach the course, because I can't tell the story I'm married to a police officer I, I have an appreciation for law enforcement from that perspective

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but I've never gone to a call for service and had to deal with that moment in that situation so I mean somebody who's who's an expert in that space delivering that information I think is critical.

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I don't know about other agencies, but that train the trainer model has worked fabulous and our agency.

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It works seems to work pretty well in law enforcement, all around.

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It takes somebody who has an interest in the subjects and teach them.

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They become the expert in it for your agency.

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The train the train, train the trainer model works well would probably work well for those smaller agencies as well as the middle of, you know, I'm Holyoke or Yuma County are always you know far flung places.

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I really, I really value that, and I know you know even when I go and speak to one for Smith or firefighters who went not I'm really cognizant of what I don't know, am I think, so you know I can be a dementia expert and I can share you know really

good

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information. And with I partner with Shannon to do that same class who's got the lawn for some are you Chris or somebody that's going to be a much more powerful presentation, even if I am in the room as sort of a colleague in that space with you right.

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There's just a real definite insight into those moments that I don't fully appreciate, even if I do kind of have, you know, a kind of an idea.

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It's not my reality and I'm not have to go knock on those doors and I've not had to have those moments where I'm making a very quick assessment of the very sick, you know fluid situation.

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So, you know, my expertise is good, but your expertise is as well and they can marry together quite nicely in this space and that's, that's right. We should call it, sharing each other's credibility.

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So what I've been doing this cognitive disability and I think the expert in my agency thinks I am mine almost more than anybody else in my agency does.

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But sharing my credibility in the law enforcement world with the people in the cognitive disabilities world, and they come in, and we got to share each other's credibility for that training, and it's fabulous and it works well.

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But I also made them do a few things before I let them. I made the link for our jail training. They had to go on a tour of the gel with me. We had to go walk in there, we had to see where the deputies work.

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The space where somebody you know if they had severe dimension would be house. This is where they're going to be and this is the reality but they have to work with.

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I also made them gone right along.

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Prior to teaching our patrol, you have to go out and see what they're doing.

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And that that went a long way and then one phrase I asked them to use every time is that I am not here to tell you how to do your job and saying that to the deputies will go a long ways and it's funny I sit in the back of the room and I I wait for

that

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phrase and as soon as they said, holiday these heads go back to speaker.

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You what what you're not going to tell me how to do my job.

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You know, and really emphasizing that whole, you know, I'm here to make your job easier, I can tell you lots of different things you can recognize these disabilities.

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You can know how to interact with them.

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And you know, I think that's so important. I truly do and I think it's so hard for all of us because we have a passion for this, all of us. So we want to make sure it's the best and it's the quality.

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I think if we have this core. To start with we need to start with the core. Right. And then at that point, it's when we can start discussing what you're talking about that right there is instructional deliver you know that's that instruction instructional

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You know that's that instruction instructional development. So that comes later right now I think we need to focus on what we're going to get in there and how we're going to get going on that this aspect of it, and then we can talk about maybe a couple

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of meetings how we want to try to work on that delivery.

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It'll be hard to can't control it, but hopefully you can offer a suggestion, you know, I didn't talk with everyone about,

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especially I say for next week. So if Eric is working like on, you know, supporting people with autism and I'm working on that supporting and the tool kit perspective like here are the resources that could be viable and kind of starting to construct a

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document. We can work in a shared document though I don't think we have that luxury.

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No, and that's it we don't so if we could put together all of our ideas, I'm going to try to make it look a little better than we've been sending out because truly you guys these are just notes and things I found, but if we can do that listen and Courtney

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and coordinate and send it out to everybody and now give us a week or so to review this stuff and it makes it a lot easier for me to have it on to review it at my, my leisure know.

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No. We have to share as the file share, which you you know that's the closest thing we have to share so if one of you want to take that on or somebody sends me, you all send me your stuff and then I put it in the file share for the subcommittee, and then

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weather channel or somebody else who takes it on to combine everything.

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That's probably the best solution to it and I just wanted to add, you know, we work statewide with all the agencies and all the sheriff's and we have lots of that.

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The program coordinator for the state and trying to get that training out.

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What we resoundingly here is that train the trainers are very difficult for agencies to continue because we have so much turnover right now that it's really difficult more time at a statewide initiative like able to get out to have in house people that

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they can use, it's very difficult and so if I would imagine it inside people if it's that difficult to provide inside experts, it's going to be more difficult to for us if if the recommendation is to require make like requirements of credential people

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or whoever it is to come in and train, that's going to be incredibly difficult for these agencies to to do, and so it just wouldn't it just wouldn't happen and they would probably, it would create a bit of a dynamic for them so just consider that and

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And I agree with a coordinate and I think that's why it's important for us to find these national resources that we can use. Yeah, saying that you have to have a, you know, an expert come in.

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I'm sorry, not have an expert come in but you're going to have these resources from these experts and they're credible resources, that's maybe either or, like right so if you want to do if Shannon had the capacity to be trained to deliver this curriculum

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or pieces of material as part of her, you know, she has the capacity to take that on, then that's an option. If not, here are these tools in the toolbox to it could act in that place too so it's not for them.

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Right. Yeah.

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Yeah, I like that.

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That's when I.

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That's what my thoughts were but I did want to go to the next.

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Well we honestly you guys did not discuss the overall goal.

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And obviously I think our overall goal is pretty easy it's improving interactions with persons with disabilities right, is that agreeable that we start with that goal.

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And then we started to put together objectives.

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And I think what we think about improving interactions with persons with disabilities from a law enforcement first responder perspective. They want that to write this is going to make that call for service successful call for service that they have the

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resources to hand off and that community policing perspective, right. This isn't just from the, the population aim to service perspective this is a mutually shared objective.

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Right. It is of course, yeah it's it's good and we don't want to limit it by any means but we want to make sure it's different.

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So any feedback that you have on that and how to phrase that goal I think that's important. We should probably get that done today, and agree on it today.

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And then I think give ourselves a week to work on objectives and get those together, and in every aspect that we want to cover so Chris if you have if you have a list of 40 things and you want to cover.

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We need to get it in there so we can make sure we, we have the ability to define the objectives and and what we need. And I think we should all just submit, what we're thinking and then as a group will come together and and whittle it down to what's most

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important I think.

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And I think of when you're what you're saying like there, you call me an objective, it's more like a mission statement or a vision. Yeah, it is. It could be considered mission statement so yeah it's definitely a standard standard you're developing your

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standard your performance objectives.

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Your, your mission things outcomes, is that this improved response. But I think it was kind of like if we think of it as having a shared mission or vision of these improved outcomes because you know these things that we're able to offer as as training.

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Well, I said what do you want to do what's our next step today Shannon.

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Right now, I want to talk about what resources you think would be the best for us to work with. I mean there's just an infinite infinite amount of resources I, with that, that's where I am overwhelmed.

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So, I Erica if you want to start working on, amazing, incredible national like you said I think resources for autism, that would be great. I like do you want to start working on for Alzheimer's and dementia, it's important, and then Jill, where would

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your subject matter be where is your, what is your heart line that you would want to really work on. Well I, you know, I'm a parent of a kid with autism, but I live in a world of the arcs, I mean that's my that's my job so I mean that's what I do, so

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so it's it's much more of a broader, more of like what Chris was talking about that cognitive but this is that intellectual developmental piece of it, and.

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But I guess I want to pull back just a second and I hate to derail us but I just for me I feel like that that basic core curriculum needs to not be disability specific, and then have the toolkit have all of those like little tabs or two because we've

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got way too many brains here with way too many ideas that it's not going to be a quality suggestion, if we if we try to, if we try to incent it you know, put our put our twist on it and so that's why I think it's great to have a toolkit because then everybody

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can access what they want, especially to what their what their community is looking at but I've liked the idea of taking that a more specific on the, on the core of what we want to do.

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And then, and then allow that that other file of toolkit for for people I mean I'm happy to provide for the file kit for the file for the toolkit I'm happy to provide that I'm more than happy to give resources for that things that I know that are vetted

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vetted through the arc us again I'm going to go Rqf so I'm not going to go our Colorado or specific chapters because I think that's going to be a better place to start, but I sure would like to, I guess for me I'd like to start more personal and more

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Shannon and Chris and all of you that are good with that you know with that basic law enforcement model, and then we can be working on also adding but I, you know, adding into that toolkit is that is that will kind of what you're looking at is having us looking at the toolkit part of that and our

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the toolkit part of that and our expertise, because we're going to miss things. We're going to miss we're worried because we only know what we know so well but if we put it together we can see where where the gap is right in that toolkit, and that the

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beauty of the toolkit is you can keep adding to the toolkit so that's awesome. But then what are we doing for the core that core service in service curriculum, and that's crazy.

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And that's, I think that's, that's exactly what was in my mind was everybody all of you put together that aspect of it, and then I will volunteer to work on that, or in service training delivery to law enforcement, and then Chris if you have more about

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that. I mean, we've seen your curriculum we have yours, that you've presented. No, broken utilize an example.

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I mean if it were for thinking.

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So my brains are turning over here because we, in my mind, we had really had two very different things right.

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We have one which is think that basic introductory.

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Let's touch on all the disabilities that we can in an hour 90 minutes, and it'll be flying. I mean I do my mind sorcery two hours at the academy and I beg for two and a half to three every single time.

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Just because there's not enough time to cover all those things.

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And if that's what we're looking at is that quote unquote refresher for law enforcement, every year.

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I would argue it's done. I have it I can get you mean you guys already all have it.

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I'm doing another one actually for the front at a coordinator conference to the Great Lakes at a center.

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I was asked to do a introductory course on.

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I told him we should just highlight it, improving it lon force interactions with people with disabilities and he went Hey, that sounds great.

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But, um, but it's exactly what you're talking about. Right, it's those very introductory, you know you show up on scene, hopefully it will quickly recognize

something and have some ideas in your head on how to respond.

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But then the other side that.

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I don't want to forget either is that more in depth.

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Taking that opportunity every year to come up to pick one of the major, you know, whether it's autism, whether it's dementia, whether it's definitely hard of hearing me or whatever it is and actually going more in depth, taking those opportunities to

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bring folks into actually talk about you know there, wherever their subject matter expertise is.

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So I go both I want both, because I think we can.

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So if you want that basic ground level I'm, I mean I'm working what I do for Colorado post Academy.

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Already into something that works for CDA coordinators conference and its basic level, designed for law enforcement officers or those who train them.

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It's highly made these wonderful, amazing videos these instructional video.

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We need to develop the scenario based training, and we can utilize role players, you know, they have members of posts who are role players in certain trainings I mean just, you can absolutely utilize role players and have them be credible.

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I think I said that I think the important and that is you beg for two and a half to three hours. So if we think it takes three hours to deliver this content and cook comprehensive, the comprehensive training in 90 minutes if that's like not at all ideal.

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The must not presented as.

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Let's talk about it as the minimum, and here's why. Here's the big you know core concepts that need to be included in that general training, and then offer those deep dive resources for topics that are also you know where they can do a little

bit more

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in depth with some of the tools that we can all offer.

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It's a good option. A question with Jill and I be allowed to work together this week, or now just not even in sub subcommittees, okay.

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You guys it's so hard I actually considered asking if you'd be willing to meet at the first part of next weekend the second part of next week and you know I'm on vacation until January 4.

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But I really want to touch base so much with you guys. So I think that if we could please just get all of our thoughts and just kind of this base together to Courtney, and we put it on.

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Move it on the shared drive. Let's review it and then provide feedback to her and then we'll get back together. Are you guys willing to meet next Wednesday or you

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And you can take those documents off the shared drive edit them yourself if you want to make it more of a collaborative experience. You know you can take it off.

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Edit and then I can give you permission to add stuff to the shared drive so that you could add something.

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Actually I don't know if I can.

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I feel like it would be easy if you could add stuff but I think that that's collaborating outside of Open Meetings Okay, so I would also and this is Jill I would also ask if it would be possible.

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And I know Jennifer's not feeling great, but I sure would like to have Jennifer participate in our group as well as, as well as I know she's doing the academy piece, but I think it would be really important to have her be a part of this, as it is so.

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I know you're good is a lag time.

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But no, I totally agree and I felt so bad last week when she was like, but what

about me for, and I think it would be good if we can increase your for sure she's.

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I didn't mean interrupt job.

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No, I think you, you, you back me up.

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I'm happy to ask her.

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Just tell her we really would appreciate, because I can't email her and say it so far as a group we would really appreciate her insights because she's gonna see some of those things that we are missing.

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And I think if she does. I haven't seen a list and she actually produced a list of those, yet she said she was doing it and she may have actually.

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I think that would be really helpful for that tool kit, to be able to see if the pieces that were missing that she has come up with, because I know we cross under she crosses over a lot of the groups that that probably the Erica and I and, and maybe even

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Deborah that you're working with under she crosses a lot of those so it would be great to have her resources and it would be even better to have her resources and her in our group I think, I don't know if she's willing to be participate in both, but that's

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too much but I'd like to steal her. It can it doesn't hurt to ask I think she'll appreciate the invite.

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To start actually going through that list and dividing people up because I knew people had ideas and thoughts and passions on both sides never being the example that I should be happy on the pro side and she's like, No, no, I'll be on this side so yeah

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I'm we can do it we can, like, give some ideas when we see what they've done we can still contribute to that side. Correct. Oh, absolutely. Okay, okay.

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Yeah, we are not out of the loop. Okay.

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You are supposed to also meet up as the formal group to kind of fill in the gaps for each other and make the final recommendation. So, You still have plenty of time for input.

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Okay.

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That's great.

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Alright, so I think that kind of brings us back to an appropriate amount of time for this. I am not.

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Yeah, I don't agree with a 90 minute, training, I don't think that's enough. I mean, I, I've done the bias in two hours my post classes are 10 hours, my other plus classes are 44 hours, so it's it's a hard for me I'm trying to be realistic for an in service

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setting.

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I guess I coordinated in service for eight years, so I think that it's absolutely plausible to have a four hour presentation, as long as it stays interactive and its quality delivered know if there's if I'm standing there for four hours talking to my

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I'm going to lose them in the first 10 minutes, and I'm not interested in providing that type of training to our law enforcement or any of the other first responders, because we want to keep in mind that we're going to keep this open for other precious

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moments right for in service purposes so with that says we can't divide it up, either. I mean, if we, if we recommend a period of time.

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You know, you can do an hour first quarter and our second quarter, with I think really clean. I mean, that could be.

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These agencies to do.

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And we've pretty much in the hole so we changed 120 hours a year or more.

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On top of.

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And that's only in person training on top of all of the online training that we provide. That's 24 hours plus. So, the majority of our in person training is now just skills based training so we'll do our firearms driving the rest control active threat

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in those types of training in person, but I think this topic needs to be an interest in training. I think it would be very important. And I do see as I'm going back to in my mind over the years IPC and de escalation and how important that is.

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And that was squeezing that into an hour.

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And it wasn't it wasn't quality at all.

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So I think, I mean Chris Are you saying that you don't think that we could break it down.

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Oh, absolutely. Could you show Okay good. Yeah, cuz i i agree i think that would be feasible but make sure we incorporate

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everything in that year.

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Listen, I'm not opposed to a four hour training, according to you know you sat there in service training flowers is rough so breaking it down might actually be a really good option and Shannon you said, Oh, it must be in person, but I would argue that

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a small, you know, agency remote may need to have a virtual version of that training right so that's where maybe collaboration approach regional staff I was just meeting with a chief out in one of my rural communities this week and, you know they do collaborate

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on their premiums right and in the regional sort of a space that i don't i don't know that in person is going to work for all the small agency so I recorded a hybrid or you know how we need to give again the agencies the room to manage that and give them

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the tools to implement it in a way that actually makes sense and the reality of

their situation.

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I completely agree with that i think the only other concern is if we do scenario based training with that part of it, how do we incorporate that into that virtual environment.

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I don't know, I don't have experience with that so this to me the virtual environment still so new, I don't do it often.

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I mean, I'm sorry.

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I'm sorry Derek I we do have that virtual online training and I imagine and maybe Erica and and Jill and Jennifer could share with, are there other entities that have similar video beta.

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Yeah, my, my colleague who's a retired Capitol Police DC he's retired over 30 years he does training now and he does hostage negotiation virtually for our institution so there are ways.

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And it was really successful with with students.

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It was still pretty exciting. So there are some strategies I think you have to be a dynamic instructor, to be able to get off though. Yeah, so excited.

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I am so sad because I had the evil instructor train the trainer classes week.

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Anyway, something happened I'm not able to take it but I was hoping to see examples for today to give to you guys about how you can incorporate this scenario based training, learning from was able to do it so if you guys know I think it would be excellent,

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then that way Deborah that's really an option.

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Even though they have a lot of videos and content that were, I thought really educational for my early training and.

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So with this, they get about the appropriate time requirement.

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You know, we can sit and again this is just thought provoking stuff for hours for the requirement. Right. And then you only four hours.

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I'm sorry, annually four hours.

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Yeah, so four hours and I like your idea of breaking it down doing an hour every quarter. And I really think agencies to be able to decide on that I mean if we have the requirement with the option of doing, I think we should mention that.

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Otherwise they'll look at it.

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But I don't think it matters as long as they're getting that that trainings. So you're right, the agency's agree on that.

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And the other thing I was thinking of is this should, should this be an annual training your mind should have it as they have to do this every year or you do the four hours every two years.

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Because I like, I like it every year but there's some variation and how they can present that so that it's not exactly the same thing because I think there's some content like Chris was saying maybe has to be repeated and, but other content that could

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be maybe the hyper focuses could focus could shift a little bit or something.

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And I think that's what Chris was saying too so we'll take this moment we're going to focus on this topic and now I think it's good.

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And so, Kathy, like you were saying we would.

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I guess standing Do we have with this we just say, you guys have to do this because I don't like you said, it's not a statutory requirement.

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The requirement for us as the training and service training is is a requirement so it will be, what, what will be required and that's what we reviewed.

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Two weeks ago so yeah, it is a requirement for training.

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And I think that that's where we disagree.

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Because post can't

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post post can't require that it has to actually be in statute. Um, but, and, and I, I get where I, I understand what you're saying Deborah and I've read the statute and I see where it says that there's, you know the commission is saying, here's what should

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be Academy, and what the curriculum should be and here's what the curriculum should be for in service. I think there's just still some disagreement about whether that's going to be mandated in service or not.

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And I think I've heard from several different of our attorneys that that is not going to be a mandate, per se.

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I think though that my experience has been that if something comes out, especially like this that most law enforcement agencies, you don't have to mandate it.

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They usually want to do it.

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And sometimes you do better that way then mandating it

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the right way to look at the true way.

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Either way, I think if you have the different options like you've been talking about whether it's okay, we're we're saying four hours, annually and then here's an extra tool kit with tons of resources right and we could host it on our website.

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website because that's where normally law enforcement goes for toolkits and resources. And then we kind of publicize it and say okay here's what the commission is said, and here's the recommendation and however that is communicated.

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I would say that even if it wasn't a mandate, the majority of law enforcement agencies are going to do it. If it's a mandate, then the majority of law enforcement agencies to it.

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I mean, because that's just what we've seen. So there's that.

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And I'll leave it at that. I think Chris was going to say something to say that the way to look at it though too is that when we recommend this training right this many hours.

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These type these topics, here's your toolkit your resources.

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I mean any agency that doesn't do it will be setting themselves up in a major way right i mean they, you get that first. Oops.

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And they said, Well, you didn't train your officers how this commission that was by the state said you should i don't know i personally can't see a lot of law enforcement agencies, brushing it off.

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And you're right because it does come down to the liability issue. And, and that's often what they're being advised on from their own city attorneys or county attorneys.

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And so, if they're not doing it for the right reasons. Sometimes they're doing it for liability reasons and I think Joe wanted to say something to.

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Thanks, cafe appreciate that. I'm Shannon and Chris if you're taking on this core piece. I would like to recommend that you also add a piece in on how to develop community partnerships.

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is is a way to bridge in the toolkit and the way to bridge bridge in all of the community. Experts their own community experts that they have locally.

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So if you have a piece that talks about the importance of of that community inclusion in that community partnership because, and here's my, my anecdotal story.

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I work very closely with access and functional needs and with those departments and with ESF six and he has f8 in some of my counties, and it's beautiful, and it works well and they use us as a resource and we have a wildfire or a pandemic.

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And we're right there at the table, we're at table top discussion we're right there and part of it. And I've other counties that I cannot get in that door, no matter

how many times I've been introduced a matter how many times it's been brought in, you

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know, some emergency managers don't have any use for community partnerships, they just don't they feel like they're the experts. So if we could add that piece in in the importance of developing that relationship.

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It's still it allows that flexibility of how that's going to happen. If that happens, it's just a recommendation, but um why that would be. And again, I know that I know that they're the Office of access and functional needs at the state level is doing

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that with emergency management, but that would be one of those things I would make a recommendation for one of those little core pieces, even if it's I don't know if I was going to put time into it if it's a 15 minute piece of it, why this is important

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how this can benefit you, that it allows and empowers people to maybe explore think about that because it's challenging on the outside to get in and into that whole law enforcement circle it's challenging to get into the whole first responder circle,

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unless you know people to get in that doorway so I think that would be one of the things that's not specific to disabilities but specific to that relationship within community that I think would be really important.

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So there's a reason why I grabbed the way I did when I first said that because I'm developing a course for the same conferences that are some of the earlier with the arc of Larimer County.

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And that is actually one of the topics that we're talking about is building those relationships with organizations, and we're looking at it both ways to right so how, how does a law enforcement agency reach out to those organizations.

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It's based on our experience so it could be different across different agencies and different organizations but based on our experience.

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And then the vice versa, reaching into the law enforcement, how do you break a lot of force that has some pretty good solid brick walls.

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And how do you start breaking those walls and the person I'm working with on that has those experiences with a different agency and talking about breaking down those barriers that that other agency.

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Yeah, go figure that go figure I'd be speaking that way.

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Right, so I agree in the way I did because I we're on the same page. I mean, no I haven't no are glamour has done some pretty remarkable things with law enforcement so I'm guessing that I'm guessing we've crossed paths before and those things.

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But then also you know like I had a chief in the South San Luis Valley who reached out he called the helpline had, you know, had repeated calls for service to an address is situation of the helpline and then hosted us for training, and with the idea that

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you know not only the training about recognizing this you know I'm talking to men always with whatever it may be.

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Knowing how to respond appropriately and then connecting folks back to those local services. Because connecting people back to local services, very well you know may help to reduce those repeated costs for services is a win win win right.

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So those, not only building community partnerships, but also knowing that from the perspective of a referral or you know getting people connected to resources, so is so many layers of benefits of building community partnerships with the agencies that

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serve these populations.

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We're getting close to the end here guys so I really want to kind of define right now where we're going to move forward from here. So, Erica you're going to work on autism and resources for them.

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Right, or unless since Jill's really invested also know. Okay.

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We could split up.

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it we're all certainly going to work together on, for sure. Yeah, I mean just starting for right now, and we'll be back with each other and make sure that it's

good, and then Jill you want to do an overall Alistair from the perspective of the art from

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that, from that overview.

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That's perfect.

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Right. And then, Deborah, you know, work on all timers and dementia.

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And then, Chris, what do you think and I would like it very much. If you I put some resources in that folder. I did all that training that you know we recently did for public PD you can watch it and zoom.

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I really value your perspective about things so if you wouldn't mind just going in and watching that and then taking a look at some of those programs, I think, I think that would be really nice from my point of view because your insight into that core

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curriculum piece we still want we want we want annual training and we have a very strong position on this. But, but I think it would be nice to know what what parts in that annual training and kind of how we're thinking about what what would that cycle

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look like. So if you could have time I don't know what your capacity is right now but to take a look at those resources.

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Think I want to make time you guys for this it's my, I can tell you all this is unrelated but my daughter's graduating from school lines on Friday so we're gonna have a big weekend and very exciting.

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But I'm sorry, go ahead, Courtney with a pause, I get a little lost in the forest for the trees of their resource thing So would it be possible to create like a sub folder, a folder for this subcommittee so that, like for example, Deborah when you're

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talking about going and looking at that or word I'm talking about putting in resources, it would be helpful for me if we could, if we could designate like we're sending something to Courtney to put in there if we could say Can this be put in our, our

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subcommittee for anybody can look at it but at least that way. I know I can go to one place that's much more helpful for me. Is that a possibility coordinated create another folder before.

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Yeah, that's the only way to do it.

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It's really easy if I could just give you permissions to add stuff but unfortunately with open meetings that would be considered collaboration. So, um, yep, just send it to me I will put it in the shared the shared file.

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If we're doing my one question though is if people are being assigned specific disabilities, where's the big general toolkit coming from for what I was thinking for me if we could do one for the just insert a subcommittee.

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And then in that one will do a folder for objectives you guys if everybody could put together like five or 10 objective. Just doing objectives folder and then under that will do a toolkit folder and then we'll have the ability to put everybody's input

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in, and then I think it would make it a little easier for us, and Courtney, I think you can give them uploading editing permissions because they aren't editing any documents in there.

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They're just putting it in there just uploading. Oh, they're just they are just adding a document, they are not collaborating in a document and communicating inside a document.

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They are just separately, adding documents.

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So if I take something off of that, edit it and put it back. Is that considered collaboration.

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I think we just need to run it by I think we talked about that before with. Okay, we just need to run it by because they basically so as long as it's going through me then it doesn't matter because on the conduit so it's not considered open meeting but

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I feel like if everyone has access to the file share that's the same thing as people emailing each other documents, I guess.

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But just clarify yeah and and that's fine if you want to check with Kurt, or Shalev or Jeff, I totally, totally get it I just am having my own thought that it may be okay so let's, let's see, because it would save everybody, a lot of grief.

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Oh you for sure.

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So, no and then if if Shannon if you have an idea of how you want that file share to look structured, but what yep what folders you want in there if you can shoot that to me.

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That's super easy for me to.

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I can do that for sure. Okay, cool. And I'm Courtney if it's the difference in me, uploading something I've created to the shared drive versus me downloading something Shannon's done and then the editing Shannon's work and then re uploading it, which

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is more collaborative right if I just am creating something and uploading it. I'm just putting the document I've created up into that space I think that might be the, the distinction if I'm just we're going back and forth and edit each other's work, and

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share and then re sharing that without going through you. I think that could be a concern you know it's, it is absolutely out of my wheelhouse so I will ask her legal counsel and they can make the decision.

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brainstorming session like that.

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Ya know I like the idea, but sometimes they mix my ideas.

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It's kind of funny. Isn't this is a little bit off topic we're kind of off topic anyway. But as we as we discuss all this stuff.

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I keep going back at least in my head to the if you look at my, my training the very second to the last video.

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I can't remember who did it now.

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It's a group out of Washington DC. But it's all about being human.

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And I think that we can solve so many of the issues that law enforcement has with not just do with disabilities with people in general.

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If we step back and remember that we're all just human.

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And we just, I don't know I keep going back to the video you guys should go, go watch it.

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You'll know if it starts out with Bob, and you'll know you're on the right video.

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But if we showed that to all of our law enforcement of the six minutes or whatever it is long to show that to them what we would solve 98% of our problems.

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But you're right. it goes both ways people to log person like humans do because we still are.

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Yeah, I haven't finished reading this but have you ever seen this book the blue morale project. It's a fairly recent book about just law enforcement morale and how to really maintain it and how to work with law enforcement I wonder if you've ever heard

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of it.

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Yeah, my, my colleague in DC recommended it and he has these two psychologists actually talked to the Capitol Police blue morale Pro, you can get it, it's on Kindle.

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You can, can you send it on to Courtney.

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Maybe we can do another folder of resources. Hello, Chris, you can put your video in there and you're taking some. I really think that if we haven't, the ability to look at all of this, it'll tell me.

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I've been adding quite a bit the last week too and I just send an email a little

text chillin so maybe she gets back to me really quick.

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Chris I do I get your materials when you first who's one of the very first things that we received, but I don't recall me if I'm like, I don't see the grip.

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I'm sorry. So I saw that, let me turn the camera. I saw the slides of your presentation but I don't see what your actual script is so I think that is, that's where the curriculum lies is not so much with the slides say but what you actually say with those

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slides. Is there a version of that where you can kind of give us your script of what you're actually saying when you're delivering those lesson plans do you have a piano lesson plan.

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I don't, I don't have the lesson plan that's all like laid out, you know with the word tagging all the words I use it's unfortunately most that's right there.

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So a lot of it comes from just like my own experience and my own.

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Some another person couldn't present in my experience, I guess.

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I use a lot of the videos they're in it. They're from ready San Diego.

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They did a fantastic job that presented from a evacuation standpoint. That was they use a lot of fire DMS and that kind of stuff in their, their videos.

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But when I talked to the to my folks about it I tell them all this is.

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This may be evacuation focused, but the things they talked about how to interact with somebody, is the same.

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So it's, those are those are the resources, ready San Diego is my, my number one resource.

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You type into Google and you can find all the videos that they have.

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Yeah, definitely. at it. Well, I like to add it to the shirt vital for sure

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all of the resources that you use would be great for us just its brief overview it's fast, it's not, it's not that in depth stuff that I think is important for in service.

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And I guess I'm hesitating is that in services that opportunity to really dive in and that really the opportunity to really look at specific topics.

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And if we keep giving him that that brief high level will basic level overview of how to interact with people with disabilities who never dive in.

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But if we take that opportunity it's negative it's up to the agencies in them, their willingness to do it to dive in, spend 90 minutes on dementia spend 90 minutes on deaf and hard of hearing.

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That's where our offers best. That's what's frustrating to me is that's where the real opportunity lies and I don't know that there's many agencies that are either willing or capable of doing it.

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I think that we need to work on the curriculum first game.

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And then we're going to work on the delivery, they really think it's important question I do understand that part of it.

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I'm from here this week do you want to work on putting together like they were talking about that core piece of how to develop the community partnerships since that's what you're working on now, and then put your suggestions on how I could do that.

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And then you guys all work on what I'll do is I'll just put together like kind of a sample lesson plan, just to show you kind of what we would would look at and utilize based on the train the trainer model.

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Not like Jill you can kind of see what it looks like.

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And we'll go from there. If that's reasonable for you guys.

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Okay.

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All right.

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So I think that leader so good you guys will, if it's alright with you I'll just send the email to Courtney about kind of the thoughts on how to set up the folders.

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And again, make it a little easier for us if you guys again can get five to 10 performance objectives put together. And then, I'm in.

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I would say probably in the objectives folder. Let's include your idea for overall goal.

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This how to define that overall goal well put one together. Improving interactions with, you know what I'm saying, and make sure the verbiage is appropriate and will define that goal.

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This week, I think for our next meeting let's, let's go ahead and be sure to share that with the whole commission and see if that's a good overall goal as far as they're concerned also for in service, and then work on those those performance objectives

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and learning.

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In the next meeting. I think that's going to take a while because we all need to really discuss it and make sure it's appropriate. So,

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let's see.

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Yeah, Deborah, can you do that, I mean, for sure. Be sure to include that in your examples I think it's so important.

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And I didn't see what Deborah asked because I think you asked directly to Shannon. So what I, I, I'm sure to include and demand.

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And that I love how she wrote those.

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Please, sorry about that guys. All right. So, do you guys have anything else for

today. I just want to clarify that we are meeting next Wednesday. Yes, and are we meeting in between Christmas and New Year's yes or no.

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No, no. Okay, so on, I think it's January 5 will be the first Wednesday in January after New Year.

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We'll be back as a full commission. Guys writing other meetings. I thought you were meeting between Christmas and New Year's. I thought we were so we had two meetings guys to discuss and then we get back with the full commission.

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That was my understanding, I think it'd be helpful for us. If you guys are willing, because I don't everybody has to be available if you're not available or not available to me on today and next week would be the two meetings and then came back together

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Be to me today and next week would be the two meetings and then kind of back together on the field, it would be the third, that would be the third meeting Shannon, where I thought there was just a Tuesday.

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Next Wednesday skip the one and then back together as full Commission on the fifth.

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That was my understanding what I thought too but

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maybe, maybe we decide next week if we need the one more meeting.

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Before we can reconvene because in the 20 would be added. If we felt like as a group. Okay, we need to have that one more kind of opportunity to, you know, go back to our homework come back and then kind of rounded wrap it up if unless we get it done

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next week and then we're.

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That's something that Courtney and Kathy you can accommodate completed. I will be here but I will she doesn't need me.

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Would you guys be available living on another day and I'm actually going to Vegas to the second so I mean I could do it but my flight leaves, like no no no don't do it don't do that to yourself, if there's another day I just need to check it with my schedule

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for zoom, because I can't double book my zoom license.

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So

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good. I'm happy to say,

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or you can skip it I'm happy to send out a like you can wait decide next week I can send out a doodle and see what works.

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However, you are helpful for me, just because then I can, I can put into several different possibilities, and then I just want to also request remind you that we're going to request that Jennifer invite Jennifer to participate in our.

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Yes, so I'm not going to send out the doodle until next week to see if you guys want a meeting. Perfect.

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And then, because that means my, my schedule also be more solid. So then, and I'll ask Jennifer, to see if she can plan on next week at this time right at 1pm be perfect.

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Okay.

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All right, thank you guys

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agree I have a full zoom license as well. This, I don't know how that would work for hosting and zoom recording and all that kind of stuff but we have to facilitate it.

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I figured, yeah, I appreciate it though.

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Yeah, we have a couple we could finagle it's just more, you know, logistics of life, all the things. So, yeah, we'll totally figure that out and do what we can.

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But let's plan on now, for sure. Next Wednesday at one, and then we'll take a poll see where you guys are at, and I will get you an answer and whether you can put documents in the file share or not.

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What I'm what I understand is happening Shannon you're going to send me a file share structure.

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And then everybody has a little bit of homework to do, and then before you're done with your homework I will let you know whether you can upload that directly to the file share or whether you have to send it to me.

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I will ask Jennifer if she can attend.

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And is there anything else for staff to do

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anything. I don't think we're good you guys thank you so much for your help. I'm excited, going to be really good and Shannon you'll do a, an agenda for next week.

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Yes, ma'am. Okay. Fourth, Tuesday.

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Okay.

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I do like this subcommittee thing where I mean we don't have to sit here and raise hands and everything there's there's few enough of us we can actually have an actual discussion.

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It's kind of exhausting, where we can't we don't feel like I don't feel like we're getting anywhere and then having a smaller group is better and I think we can actually just one hand is just to support one another with their ideas, sometimes I can see

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a lot of us talk. And then there's no comment, and then, like, I felt bad for Terrence last time he really believes something and then silence. So, I wonder if we can make communists, you know, cognitive efforts to say hey, great job.

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Great. Great idea, let's let's use that and go to the, you know, it just might be a way that everyone feels heard, which is exactly why I said Terrence Did you feel like you got the answer is I wanted to hit the facilitator and we want to do.

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Yeah, I admit that I leave every one of those big meetings completely mentally exhausted.

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We experienced this morning that the other committee.

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And I, they didn't. I think verbalize everything that you're saying right now. But, Courtney and I noticed, very similar things.

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They're more than halfway done with.

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They were extremely got through just.

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And, and, and had good discussions had some debates, but they are just kicking butt, like they are like that. So, no pressure cafe No pressure.

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Definitely it's not pressure, no fire.

01:49:38.000 --> 01:49:42.000

They have a curriculum to work from a database huge.

01:49:42.000 --> 01:49:43.000

Yeah.

01:49:43.000 --> 01:49:54.000

You guys are working from kind of like nothing right so very different objectives, very good tell them all the progress we've made to Right, yeah.

01:49:54.000 --> 01:50:12.000

I feel like I have a direction that's good I feel like I have a direction leaving the call.