



**Juvenile Justice Oversight Commission
Racial and Ethnic Disparities Committee Meeting
August 20th, 2020, 2:30pm**

Meeting Minutes

Call to Order: Chair, Commissioner Graham, called meeting to order at 2:30pm. Leslie Bittleston took roll and confirmed there was quorum.

Roll Call:

(Voting Members)

Present: Rebekah Graham, Jennifer Fraser, Katherine Maher, Brigid Duffy

Absent: Alejandro Gonzalez, Lisa Morris-Hibbler

(Non-Voting Members)

Present: Zaide Diaz-Sanchez, Captain Kenneth Young, Captain Henry Blackeye

Absent: Trinette Burton, Toshia Shaw, Esther Rodriguez-Brown

Public Present: Jami Burhney, Eric Spratley

DCFS Staff Present: Kathryn Roose, Jennifer Simeo, Leslie Bittleston, Kayla Landes, Kayla Dunn

Meeting Minutes:

Rebekah Graham: All right. Is there any public comment or discussion separate from our survey review? Is there anything anybody needs to bring to attention before we get to that item? No. Alright, item number four, review the meeting minutes from July 23. Has everybody had an opportunity to look at those meeting minutes on the JJOC website? Katherine Maher, I see you're nodding your head. Would you like to make a motion?

Katherine Maher: Sure. Motion to approve meeting minutes.

Jennifer Fraser: I'll second them.

Rebekah Graham: All in favor?

Jennifer Fraser: Aye.

Rebekah Graham: Zoom is fun.

Leslie Bittleston: We just move right along.

Rebekah Graham: Alright. So, item number five, and this is the meat and potatoes of our meeting, the State Action Plan Survey document. And so, Ms. Bittleston, I met offline to try to make a draft. And we do appreciate Captain Blackeye, Captain Young and Eric Spratley joining us to endeavor to finalize the survey. I did speak with Eric briefly about potentially sending the survey to their membership. And so, he's kind of

here to look at that survey and kind of give some feedback around that. So, Ms. Bittleston, if you're able to share your screen and show us that survey, we can go through it together as a team.

Leslie Bittleston: Hold on just a second, let me pull -- sorry, I was finalizing the roll and I have not yet pulled up the survey so give me a second.

Rebekah Graham: It is also in our little bucket of documents, so for those of you that have looked at the little link in the bucket of documents, it's on there, but we'll wait a moment for the shared screen so that we can go through it together.

Leslie Bittleston: Oops. That is not my screen. Kayla, I'm not able to share my screen. I just hit shared screen and it didn't show my screen.

Kayla Dunn: It is enabled. Multiple participants can share simultaneously so it should be good on my end.

Leslie Bittleston: All right. Let me try again. Nope.

Rebekah Graham: Here, let me see if I can.

Leslie Bittleston: Yeah, it says I'm trying to share a screen, but it's not my screen that's coming up.

Rebekah Graham: Did that work?

Leslie Bittleston: Yes. Weird.

Rebekah Graham: Okay. So this is directly from the JJOC website, so this is available to all of our participants, the members of the public. This is what was posted. And I know everybody's busy schedule, so I, both, don't want to read to you and don't want to presume you've had time to review it in advance. So when we look at this, our intention on this, just to kind of recap as we've gone through the data, the key point in racial and disparity experiences seem to be at that referral. And there's a lot of reasons for that, but we're endeavoring to work with our law enforcement partners to put a finer point on it, if we can, and identify areas of recommendation. So, police chiefs and sheriffs, how many employees make up your department, what's the racial, ethnic breakdown of the department, what's the gender breakdown, the average number of years in the police force, asking departments to rate their effectiveness in responding to calls for juveniles, is a member of a racial or ethnic disparity, and mental health calls, so reviewing that for police chiefs and sheriffs. For dispatchers, because that was an area that kind of flagged to us in our discussions with, particularly, Captain Blackeye and Captain Young, when we were looking at how the calls for service come in. So, what training do dispatchers receive, are social workers or mental health clinicians available at dispatch, are accessible, and are there policies in place to allow dispatchers to divert non-emergency calls to social workers, mental health clinicians, or someone who can provide information on available services? Do dispatchers have accesses to resources for non-emergency calls to refer the caller to, like a frustrated parent call? For police officers, does the department have training on cultural awareness, racial profiling, implicit bias, how to deal with juveniles? Do all officers, regardless of rank, receive the same training, and trauma-informed policing? And then, the regional question went to -- deeply impacts, particularly the boroughs, is there access to a juvenile assessment center or one-stop area for services? Do you always transport even if you arrest to your local juvenile detention facility? Do you ever transport youth you arrest to your local adult jail, sheriff's officer adult detention? And do you feel you have adequate services for juveniles in your area? So those were -- as we tried to boil down our conversations that we've had over the last couple months to core survey questions, that's what, Ms. Bittleston, I could

recall. So, if there is areas that we missed, Ms. Fraser, Ms. Duffy, Ms. Mayer, yeah, let's finalize this document. Let's try to get it approved and let's see if we can work with our law enforcement partners to get it out.

Brigid Duffy: This is Brigid for the record. Will there be an if or can there be a section so that if they put no, for example, in the final question about adequate resources, if they could explain what they feel they're lacking so that we know what officers' perception is around what they need and do not have in their communities?

Rebekah Graham: Absolutely. Ms. Bittleston, would you -- I'm keeping notes as well.

Leslie Bittleston: Yes, I'm keeping notes.

Rebekah Graham: Alright. That makes a lot of sense.

Katherine Maher: Katherine Maher for the record. I was going to say the same thing for all of the sections, and then Duffy had mentioned something interesting, whether there's oversight to make sure that the trainings are occurring and whether they're updated and effective. So I wonder if we could add a question relating to her point that she made at the last meeting.

Rebekah Graham: Yeah, and then I would be curious to hear from, you know, Captain Blackeye, Captain Young, Eric. You know, my understanding is that whether you're POST-certified or STC-certified, you have to -- your training hours go -- your annual training hours are relevant to that and there's mandates into that. So, Nevada law enforcement agencies should be reporting to a centralized source on their training hours. Is that accurate?

Captain Henry Blackeye: Yes, that's -- I don't know about the centralized source, but I know that-- and I haven't looked it up. I meant to actually look that up today. For instance, our department, we have that mandated training from that Assembly Bill that was passed and we required our officers to complete that training by the end of this month. But I think the deadline for that completion is October. I don't know if there are -- the actual date of that deadline, but on that point, I'm unaware if we have to send that off to somewhere or if Nevada POST tracks that.

Rebekah Graham: Yeah. Eric, do you have any insight into how -- what's the accountability for doing the training that's mandated?

Eric Spratley: Well, I have to apologize first off. I've been scrambling trying to find the document that you're looking at so I have some sort of frame of reference. I thought that was going to be sent out earlier.

Rebekah Graham: Oh, yeah, so you're not seeing us on your screen?

Eric Spratley: I'm on the phone.

Rebekah Graham: Oh, yeah, that makes sense.

Eric Spratley: So where's that ad on your website? The first thing I wanted to try to figure out is what is it you guys are looking at so that I can be part of this conversation? And then, I guess, repeat your question so I know what it is you're asking me.

Rebekah Graham: Alright. So I will send you the link to the JJOC minutes and agendas. The question that we're asking is who makes sure that law enforcement agencies in Nevada do the training they're supposed to do for their POST-certification?

Eric Spratley: Right.

Rebekah Graham: Like they need --

Eric Spratley: The State of Nevada Police Officers Standards and Training, Nevada POST. And it's up to the agency, the executives, or the chief, or the sheriff or that administrator of each law enforcement agency, it's actually their responsibility to make sure that all of their officers meet those requirements every year. And, you know, a lot of agencies, they'll push it right down to the wire. I remember at Washoe County, December was a frantic training month trying to make sure that everybody got their hours in. And for those that don't get their hours in, like if they have an injury or something, they have to make up those hours, at least we did at Washoe County. We had to -- when we were shield, even if it was the following year, we had to make up those training hours. So, a lot of the stuff that's done, video training or online or classroom-specific, even people that are injured can go to the range and defensive tactics and things like that. Those are things that must be made up.

Captain Henry Blackeye: I think there's a requirement for each department to submit at the -- like December 31st, after that, those officers that were deficient in their training to Nevada POST. And then in each police department, they just started this a couple of years ago, they have their training records audited by Nevada POST, as well, as they're selected. I know we were even selected last year for ours. I've got a question on the survey, number one, the first question, how many employees make up your department? If we're just asking the chiefs and sheriffs to identify their sworn staff or their police officers, should we just say that because there's quite a few other staff that aren't sworn?

Rebekah Graham: That makes sense as a distinction, sworn staff.

Leslie Bittleston: So, going -- this is Leslie. Just to clarify Katherine's question on accountability for training, was that -- which -- does that go under the chiefs and sheriffs?

Eric Spratley: It goes to the State of Nevada Department of Police Officers, Standards and Training, Nevada POST.

Leslie Bittleston: Okay.

Eric Spratley: And they're the ones that -- everything, every department in Nevada, every law enforcement agency in Nevada, has to be accountable to POST. So, if an agency is going to put on some sort of diversity training or something, that training has to meet POST requirements. So POST makes sure that we're not just doing a two-hour block of training online with all the test answers on there and everything, and you're getting credit for eight. So they hold strict standards and they hold every agency accountable to it.

Leslie Bittleston: So, with that being said, do we need to add a question to one of the surveys or do we just take their word that, you know, POST is following up on and making sure they're accountable?

Eric Spratley: You could check with POST to make sure that everyone's being held accountable. They'll provide the information.

Rebekah Graham: Does that answer your question, Ms. Maher?

Katherine Maher: Yes, it does, thank you.

Leslie Bittleston: I just want to make sure that I address everybody's comments on the surveys.

Jennifer Fraser: This is Jennifer Fraser for the record. A question or comment on the survey, three, asking about the specific trainings. I'm wondering if -- what the membership thinks about if they do answer yes to any of the questions to describe what the training is or the title of the training and the length of the training, just so we have a little more information rather than just a yes. Because also they're -- when they're answering it, their answer about what racial profiling training is might be different from what we think or, you know, just to have more --

Rebekah Graham: Right. That makes a lot of sense, Ms. Fraser, just exactly like, I think, it was a Metro who was describing to us that they did an eight-hour and then they blended the racial and ethnic disparities training into other trainings and they no longer had a stand-alone. So that is an important, I think, distinction for this group to know if that's how training is being done. And just so everybody understands like the format, the intention is that if we finalize and agree on this, then we're going to convert it into a Survey Monkey and send the link for ease of use to make it easier to people to fill out. And so having that box on name, the training number of hours, and the training --

Jennifer Fraser: Yes.

Rebekah Graham: -- that makes sense. Okay, that's good feedback. And I brought it back up so we can kind of see that training again. Okay. So, as we look at that, those are good comments, good feedback and, hopefully, we'll gain what we're seeking to gain which is to know training options, opportunities, to better address the needs of minority youth in Nevada at the point of law enforcement contact, at the point of referral into the juvenile justice system. Any other comments on the survey? And what we can do because we want -- I think Eric said that your next meeting is November, so it's not until a ways away, right?

Eric Spratley: Yeah, that's right. It's the second week of November. And I did have a comment on the survey. So, state law and Nevada POST, they cover law enforcement officers. So your first question, how many employees make up your department, is a good question, but then you want a follow-up question of how many sworn peace officers they have and how many civilian people they have.

Rebekah Graham: Yes. Captain Blackeye brought that up. Yes.

Eric Spratley: Okay. Sorry about that.

Rebekah Graham: No worries. What else?

Eric Spratley: That was it. Thank you.

Rebekah Graham: No, thank you. Yeah, you both had a very good point when it comes to that. That's an important distinction. And one thing, Eric, and we appreciate you joining us for this meeting. In our other meetings, we found that NRS does mandate training on racial and ethnic disparities and contact with minorities. And yet, as we've been talking to departments, it varies incredibly wildly on the implementation of that.

Captain Henry Blackeye: Well, if I can add something to that.

Rebekah Graham: Yeah.

Captain Henry Blackeye: It would be Nevada POST and they're under the Department of Public Safety. You know, the curriculum that the department teaches, if they want that curriculum to be POST-certified, they would send that to POST and they would evaluate it and certify that if it met a certain criteria. So maybe they would be needed to be -- contact them to kind of speak about that or ask those types of questions. So you could see -- at least know how we report our training, you know, the requirements and things like that. And there are specific laws related, not just the Assembly Bill as law, but the Nevada Administrative Code kind of details how departments support their training and how they're supposed to conduct that, and the type of training and all those types of things as well

Rebekah Graham: Well, that makes a lot of sense. Those are important. So, kind of as we send the survey out, another pronged approach on this is reach out to Nevada POST, what courses do they have that are certified in this area, who's teaching them, and potentially putting that together as a resource in response to the survey or as part of, you know, our report for the state. Anything else?

Eric Spratley: The average number of years of service of your entire police force is a very difficult question for agencies to figure out because, first of all, it's a moving number. And it's just a HR nightmare to try to figure that out. I mean, if you guys need it, you can get it, but it's a difficult -- it's a heavy lift for agencies.

Rebekah Graham: Right. If we want them to kind of go through the survey and answer it, essentially, promptly and get us the information in a timely manner, that one becomes kind of a stopping place or a wall to climb over.

Eric Spratley: Yeah. And it would be easier if you gave it a range, one to 5, five to 10, 10, 15, you know, that kind of thing where they can quickly call HR and maybe get a faster number if you have a range, but it really is going to be a big deal to get that, especially the larger, more diversified agencies. And then, also, on your question survey three, does your department have the following. The three, four, fifth question down should be its own question because it's not part of that question, does your department have the following. Do all officers regardless of rank -- that should be its own question.

Rebekah Graham: Got it.

Leslie Bittleston: This is Leslie for the record. As I revise this for the average of training, would it be acceptable to do one to five years, five to 10 years, 10 to 15 and 20 plus?

Eric Spratley: The average of years of service question?

Leslie Bittleston: Yes, so I have one to five, five to 10, 10 to 15, and 20 plus.

Eric Spratley: Yeah, you can do that. If you guys need that for your info, I'm just telling you it's hard for them to figure that out.

Rebekah Graham: How do we feel about that question? This is Rebekah Graham asking the other core members of the committee, Ms. Fraser, Ms. Duffy, Ms. Maher. What do you guys think about tenure in relation to this topic?

Captain Kenneth Young: This is Ken. The other thing to keep in mind is departments like ours where we have lateral officers from other departments, those numbers vary. So, if you're going to ask that question, it has to be very specific to that department. So, we may have a person that already has 25 years at another place and is now doing -- is on his tenth year with us. Technically, he has 35 years so you have to be very specific when you ask that type of question.

Rebekah Graham: I don't know if that's what we're asking or seeking in the survey. We're not looking for tenure. We're looking for how departments train and routinely trained in this area. So, maybe we don't ask that question because we're not trying to put up barrier to completing the survey for our law enforcement partners, and we're -- tenure is not the topic. Training is the topic.

Captain Kenneth Young: I would take that question out.

Rebekah Graham: Yeah, go ahead, Katherine.

Katherine Maher: I agree with taking it out because I think more our question was whether the training is ongoing and not just at the initial academy, is that correct? Is that kind of what -- where we're trying to get with that question?

Rebekah Graham: Right. And so what I think, hearing Katherine as we improve the training on, I think what I heard was having underneath the name of the course, the number of hours of the course, and if it's a one-time occurrence or if it's ongoing-occurrence type training is more important to what we're seeking.

Katherine Maher: I would agree with that.

Brigid Duffy: This is Brigid. I agree that -- I think it's good information to know, but I don't think it's extremely relevant and I definitely wouldn't want to see us held up by it.

Rebekah Graham: Yeah. And so we really appreciate your comments, Eric, Captain Blackeye, Captain Young, because we were really genuinely just seeking to find what training is out there, how often it's happening and if it's hitting some of these key topics. We're hoping for as much input as possible without putting in -- so it's a good point to bring up that that would be hard for departments to do because we definitely don't want that. We want this to be as simple as possible to return the information as quickly as possible so that our report can be relevant.

Eric Spratley: Is there a particular training that you guys are aware of that you think law enforcement should have in dealing with juveniles, especially those of color?

Rebekah Graham: I think we're both looking at racial and ethnic disparities training as well as trauma-informed training when it comes to juveniles. There's some very good -- the SAMHSA, a subsidy -- a mental health clearinghouse at the national level. There's a very good organization called the National Child Traumatic Stress Network that puts out some very good trauma in front of police training and trauma-informed juvenile justice training around juvenile halls and how staff in those institutions work with juveniles. So that's, I think, the direction that this committee is looking for is, you know, if we're seeing this spike and it's difference of 10% to 20% of black youth entering the juvenile justice system, would there be value in better training the people who first encountered them?

Eric Spratley: Yeah. You should put that out as a question, like maybe a question is, have you heard of trauma-informed training? Would your department be interested in trauma-informed training because

then you could see how many are aware of it and then how many want it. And I bet your number would be very high which would help for some sort of grants or putting on the right type of training or offering it to departments if, you know, in the survey, you do not have to do another one, that they -- what they're lacking and if they want it.

Rebekah Graham: That's a very good point.

Captain Kenneth Young: Also, keep in mind Nevada POST would have a listing of all state-approved lesson plans for law enforcement.

Rebekah Graham: Yes. I shared the screen for the POST training. Yeah, you're absolutely right. Alright. Any other comments, feedback? I think we can put this to a re-advise. Do we need to have -- is our committee comfortable if we incorporate these comments? What is the best way, Ms. Bittleston, to get this moving quickly into the right people's hands?

Leslie Bittleston: We do have to vote on it, and so that would be step number one. So I think the best thing to do would be to vote on it with the revisions that we've talked about. So we would say we -- the motion would be we -- the committee adopts these three surveys with the revisions that have been discussed around additional information around training, removing the question on tenure, and revising some of the language. And then, secondly, after we vote on that, it would be figuring out our timeframes. And then, thirdly, it's on DCFS staff to create the Survey Monkeys and send it out, but that's where we would need help on where does this need to go? What -- you know, we don't know how to send this to police officers. We don't know how to send this to dispatchers. So that would be where we would need help.

Eric Spratley: And that's where the sheriffs and chiefs come in. We will send it to all of our membership.

Leslie Bittleston: Okay. So, with that being said, did we do this before your next meeting in November? Or does it have to wait until November? And that's for Mr. Spratley.

Eric Spratley: No, we can -- as soon as you guys are ready, I can send it out.

Leslie Bittleston: Okay. So does that answer your question, Ms. Graham?

Rebekah Graham: It does. As a committee, can we make a motion to authorize Ms. Bittleston, DCFS, to finalize? Can you start the survey with our added comments and changes and to set into a Survey Monkey that we can send to Eric Spratley?

Brigid Duffy: Do you need me to make that motion or second it?

Rebekah Graham:: I will make that motion.

Brigid Duffy: Okay. I will second it for the committee.

Rebekah Graham: I'm terrible at this. That's now a part of the permanent record, just so you guys all know, forever it'll be in the minutes.

Brigid Duffy: You just put on the record that you're terrible at this?

Rebekah Graham: Yes.

Brigid Duffy: That's good.

Rebekah Graham: Meeting decorum is not my forte. So it -- that is the motion. All in favor, please say aye.

Katherine Maher: Aye.

Jennifer Fraser: Aye.

Brigid Duffy: Aye.

Rebekah Graham: I saw Ms. Fraser -- I saw you make a note.

Jennifer Fraser: I couldn't -- quick enough.

Rebekah Graham: Alright. I think that, hopefully, that is a good accomplishment with a lot of teamwork from law enforcement and Eric, I know you joined us late. I know you tried to catch up. We really appreciate your comments and your feedback, and your willingness to send this to your membership. So, that would conclude item number six, our Work Plan.

Brigid Duffy: For the record, this is Brigid. Can I -- I don't know if this is actually still within this agenda item, but at the last meeting, I had talked about those little cards that officers have that they carry around that have referral sources on them.

Rebekah Graham: Uh-huh.

Brigid Duffy: So I was wondering if we asked Eric about gathering those cards, if his membership have these information referral cards. I know you guys had a conversation before the meeting.

Rebekah Graham: I did not bring that up. So, I -- either we can include that as part of our survey like a request to upload or send in a picture of your department's resource card if you have one. We could add that as a question. Does your department have a resource card officers or dispatchers reference? If so, would you submit it via email to LBITTLESTON@dcfs.nv.gov? You know, we could include that in our survey, if that's what you're kind of suggesting is definitely that way. We could have one-stop shop to gather all that --

Brigid Duffy: Right.

Rebekah Graham: -- info.

Brigid Duffy: Is CCSD police partners, you're still on here, right? I only have certain people on my screen.

Captain Henry Blackeye: Yes.

Brigid Duffy: So, do your officers carry around those resource cards?

Captain Henry Blackeye: We carry around a booklet that we make and we updated it from the old resource card that, I believe, the DA's office provided on a while ago, but we updated those numbers each

year. So, we carry around that. We also have --Metro has one, as well, with their citation guidebook and we purchased one of those for each officer. So, yeah, we have those.

Brigid Duffy: Okay.

Captain Kenneth Young: We have a very condensed version of the old Nevada Help book.

Captain Henry Blackeye: Yeah.

Brigid Duffy: Right. Okay. Yeah, that's what I think it would be. So, I'm going to make a new motion to add that onto our survey. I just think it's very --

Eric Spratley: May I -- real quick?

Brigid Duffy: Yes.

Eric Spratley: I would -- this is Eric Spratley, Nevada Sheriffs and Chiefs. I would not put it in a survey. I can do that separately for you. If you want to email me your question, I can then query our membership just on that specific thing. So, if they've got things they can send, they can send it directly to me and I can forward it to a location that you guys determine.

Brigid Duffy: Okay. Then I will -- this is Brigid. I will withdraw the motion I started because I like that idea better and, yeah, that would be great.

Rebekah Graham: And we'll accept your offer. Yeah, so Eric, we'll definitely put that when we send over our survey. We'll also send over the request but if you're able to gather samples or as many as you can, the resource cards, those reference guides for officers who are in the field on where to refer families and people in need of services, I think that's what Ms. Duffy is looking for, am I correct?

Brigid Duffy: Yes.

Rebekah Graham: I see you shaking your head.

Eric Spratley: I will do it.

Rebekah Graham: Perfect. Thank you so much. So, that would then conclude our Work Plan and seven, which was almost technically new business, the reference cards, the resource guides. And so, we'll add that to our agenda as a follow-up item for our next meeting, surveys, resource guides, and reference cards. We are now in open discussion or assign tasks to committee members, if needed. At this point, as usual, DCFS is doing the most heavy lifting, you know, so, Ms. Bittleston has offered to update the survey with our comments to put it into the Survey Monkey. Eric Spratley has kindly offered to send that to his membership. There is not, this time, I believe any assignments for our committee members other than to meet again and review. So, you know, and Ms. Bittleston, I know that this report that we need to put together is a federal mandate. Can you discuss a little bit the timeline on what you need from us, like as we get this survey results? So if we send out the survey, get the results, put together that report and recommendation, are there regulatory timelines that this committee needs to be aware of?

Leslie Bittleston: Leslie Bittleston for the record. So from a DCFS standpoint, I think we would probably need about a week to put it together into the Survey Monkey. None of us are totally Survey Monkey gurus

so it's probably going to take us about a week. And then I would defer to Mr. Spratley on how much time we should give him, if it's 15 days or something like that. And then once we get it back, I will have Ms. Dunn, put it into, you know -- collect the data and see what we come up with. So I would recommend not having another meeting for at least a month and a half, you know, just to give us that time to do some of that work, and maybe even two months. I mean, maybe, we could probably even go out two months for our next meeting.

Rebekah Graham: Mr. Spratley, do you have a recommendation on how long -- from sending the link to your agencies, how long you would recommend we give them as a turnaround, as a deadline.

Eric Spratley: Yeah, 15 days is good for those that are on vacation or the person that they're sending it to is on vacation. So 15 days is good, but I did want to bring up a point with Survey Monkey. If you're going for the free service, I think you can get 40 responses for that free service. And, I mean, if you need all of the responses, so anything above 40, you need to go with a paid plan.

Leslie Bittleston: Oh, dear.

Eric Spratley: I believe that's correct so you might check that and make sure that you can get all your responses because if you get a bunch back we have 50 police agencies and 17 Sheriffs' officers, and then there's the state agencies, tribal, all that.

Rebekah Graham: And, Ms. Bittleston, I do have a paid account. This is Rebekah Graham. I do have a paid account if you --

Leslie Bittleston: Oh, you do? So, maybe what I should do is update the template and then send it to you.

Rebekah Graham: If you finalize the language of the survey, I will put it into a paid account.

Leslie Bittleston: Okay. And because DCFS does not have a paid Survey Monkey account so if we have to go that route, we would have to purchase it before we could even send out the surveys. So, that might be helpful to -- for you to do it since you've already got one.

Rebekah Graham: So, we'll amend our action plan to you, finalize the language, I put it into the Survey Monkey.

Leslie Bittleston: And send it to Mr. Spratley.

Rebekah Graham: Send it to Mr. Spratley.

Leslie Bittleston: Okay.

Rebekah Graham: And so, given that, let's, you know -- it is August 20, we should have the survey -- Mr. Spratley, our target to have that survey to you will be September 4. That will give us two weeks in transition for Ms. Bittleston to finalize it, for me to upload it, hopefully to get it to you much sooner but September 4 being the deadline for that. And then you could send it -- that will be right before Labor Day so presuming that you send it out that week of Labor Day, I'd give everybody two weeks. That'll put that deadline into, ideally -- we'd have results by September 25th-ish, that being more than two weeks away from when you could potentially send it. Our next full Commission meeting is October 16. We could endeavor to meet before that, even on -- if we met on October 8, which is a Thursday which is our normal meeting day, that

would be a week ahead of JJOC Full Commission. Is that an adequate time if we met, reviewed our survey results? We could -- is that adequate time, Ms. Bittleston, to then have those -- present those survey results to the JJOC?

Leslie Bittleston: I think, yes, that would be adequate time. And if, for some reason, we have maybe some raw data and not completed data, meaning we're still putting in some responses, we could let you know then. But I hope that we will have it done by October 8.

Rebekah Graham: Let's plan to have our next meeting on Thursday, October 8. I know our time got shifted a little bit from 2:00 to 2:30 because of the SAG meeting on the same date. Do we want to try for 2:00 again? Did the SAG meeting --

Leslie Bittleston: The SAG meeting is going to be October 6.

Kayla Dunn: The SAG meeting is going to be September 17.

Rebekah Graham: So we're good. Okay. So, let's -- if there's no objections, let's have our next meeting October 8 at 2 p.m. to review the survey results and what we will present to the JJOC on that next Friday.

Leslie Bittleston: Perfect.

Rebekah Graham: Alright. Is there any public comment or discussion? If not, may I have a motion to adjourn the meeting?

Brigid Duffy: I will move to adjourn. Sorry. It took me a minute to find my microphone.

Rebekah Graham: Alright. I can see all your smiling faces.

Brigid Duffy: And that was Brigid for the record.

Rebekah Graham: Yes, Brigid Duffy for the record. Good. I see smiling faces that looked like seconds. This is Rebekah Graham. I formally second it, and I adjourn the meeting. Thank you all.

[end of meeting]